

YWCA **IS ON A** **MISSION**

White Plains & Central Westchester

Director – Center for Racial Equity

As we like to say, “We’re not new to it, but we are true to it.”

For more than 90 years, the YWCA White Plains & Central Westchester has been on a mission to eliminate racism, empower women, stand up for social justice, help families, and strengthen communities. We are one of the oldest, most diverse women’s organizations in the US and the world.

The YWCA is committed to empowering people to create change in their lives and their communities. Whether we are providing supportive housing for homeless women, or cultivating girls to be leaders, or educating children for brighter futures, or standing up against racism, or putting health & wellness and competitive sports within reach of the underserved, we are there! Today we serve more than 4,000 people each week.

Our mission is real, genuine, and authentically pursued by the entire staff. We are positioned for IMPACT!

If this sounds interesting to you...keep reading!

The YWCA is seeking a dynamic, effective, community-focused, and collaborative Director of our Center for Racial Equity (the Center). This individual is a key member of our Mission Impact/Racial Justice team and will deliver our Center’s core offerings in five critical areas: The Hub, Advocacy, Training Institute, Youth Leadership, and Signature Events Series.

In partnership with the organization’s leadership team and Board, the Director is responsible for developing and implementing a comprehensive, strategic plan that targets prospective clients, members, and partners to strengthen the anti-racism community locally and regionally. We look for this individual to articulate a policy and advocacy platform with equal energy.

Job Summary:

This is a highly visible role that will drive the YWCA mission externally. Under the supervision of the Chief Executive Officer (CEO), the Director will serve as a critical member of the Mission Impact/Racial Justice Team. The Director will articulate and implement the strategic, anti-racist vision and leadership of The Center for Racial Equity. Working alongside the CEO and Chief Mission Impact and Advocacy Officer (CMIAO), the Director will develop and market the agency’s Center for Racial Equity.

Key Responsibilities:

Leadership & Organizational Strategy

- Implement the YWCA’s Center for Racial Equity strategic and business plan including the launch of the five pillars: Hub, Advocacy, Training Institute, Youth Leadership, Signature Events.

- Represent the YWCA on relevant committees and task forces, as well as, at speaking engagements, conference panels and trainings.

Program Oversight & Evaluation

- Establish annual goals and objectives for the Center for Racial Equity, track results against these goals as well as accountability protocols.
- Oversee the coordination, integration, and delivery of all Center programs, contracts, and related services, promoting collaborative relationships ensuring that the expectations of funders, partners, members, program participants, and other stakeholders are consistently met.
- Represent YWCA in varied communities to build strong networks of informed, action-oriented YWCA antiracist allies in local and regional government, school districts, corporations, partners, funders, consultants/contractors, and other organizations.
- Provide timely and relevant content for YWCA social media and other marketing/communications outlets.

Critical Success Factors:

- Experience must be rooted in fundraising, resource development, creating sponsorships, growing membership, and creating revenue streams.
- A minimum of five years leadership experience in corporate, nonprofit, government, or philanthropy, overseeing multiple programs or contracts.
- Successful performance in a similar position with a demonstrated ability to plan, motivate staff and volunteers, develop relationships, and build coalitions.
- Experience advising and working closely with organizational leaders to make strategic decisions and impact.
- Possess a deep understanding of Black, Indigenous, Persons of Color (BIPOC); LGBTQ+ person; families with backgrounds of poverty, immigration, homelessness and/or other marginalized status is greatly valued.

Knowledge/Skills/Abilities:

- Deep knowledge of racial equity and anti-racism strategies, especially as they relate to women's empowerment, health, housing, and community development.
- Confident and poised public speaker with facilitation skills to conduct group meetings, training, focus group discussions, and individual interviews.
- Strategic thinking, problem solving and analytical skills including the ability to analyze organizational challenges and opportunities, equity considerations in various scenarios, and public policy implications and impacts on BIPOC and low-income communities.
- Inclusive leadership skills (e.g., cultural humility, power-sharing, trust, transparency) to confidently manage, provide feedback to, and coach highly skilled people.
- Comprehensive working knowledge of program planning, organizational structures, and administrative and financial operations.
- Demonstrated leadership skills and ability to effectively lead in changing environments, exercising initiative, judgment, problem solving and sound decision making.
- Strong organizational, interpersonal, oral, and written communication skills.
- Ability to effectively supervise others and manage multiple tasks.
- Personal qualities of integrity, credibility, enthusiasm and the ability to demonstrate a sincere and deep commitment to the mission of the YWCA.
- Must develop a thorough knowledge and understanding of all YWCA programs and mission.

- Able to maintain professional demeanor under stress.

The Last Word...

The YWCA White Plains & Central Westchester is a dynamic organization whose mission is to eliminate racism and empower women. Each week over 4,000 women, children and their families are served through our childcare, nursery school, after-school, summer camp, athletic and mission-based programs. In addition, the YWCA provides a home for 193 low-income women at our Residence.

The YWCA White Plains & Central Westchester is an Equal Opportunity Employer.

Job Type: Part-time... (*growing to Full-time as funding allows*)

Pay: \$80k - \$100k Annual FTE (Based on experience)

Benefits: (Standard Probationary Period applies)

Schedule: Determined by daily needs of the Center

Please send cover letter and resume to **Henry Chapman, Director of Human Resources and COO** at hchapman@ywcawpcw.org and **Audrey Racca, Human Resources Program Coordinator** at aracca@ywcawpcw.org