



POSITION: Vice President of Equity and Culture
DEPARTMENT: Center for Race & Gender Equity
PAY RATE: \$75,000 to \$95,000/year

As YWCA Greater Pittsburgh moves deeper in our mission of eliminating racism and empowering women, we are looking for a strategic, dynamic leader to guide our internal and external equity efforts. The Vice President of Equity and Culture will serve as a critical senior leader charged with leading the coordination of internal human resources operations, advancing organizational policies and procedures that build inclusion and belonging, and leading YWCA’s internal and external advocacy and systems change efforts to advance race and gender equity. The VP of Equity and Culture role is an exciting position for a leader who thrives in change management and is passionate about building a just society, beginning with aligning organizational functions that foster diversity, equity, inclusion, and belonging

MISSION IMPACT: YWCA Greater Pittsburgh employees work together to promote racial justice and reduce race and gender disparities. We deliberately address the challenges and celebrate the triumphs of living at the intersection of race and gender. As a part of the YWCA Center for Race and Gender Equity, you will have the opportunity to build community around the vision of a world in which all women and girls, especially women and girls of color, have equitable access to personal and professional opportunities, free from racial injustice.

JOB SUMMARY: The Vice President of Equity and Culture is responsible to develop and lead the Association’s internal and external advocacy efforts to align with YWCA USA public policy priority areas including Economic Empowerment; Health & Safety; and Racial Justice and Civil Rights. The Vice President is a senior team member who manages staff in the Center for Race and Gender Equity and Human Resources Director; contributes to developing the organization’s strategic equity advancement goals and objectives (internally and externally) and ensuring adherence to the strategic plan; collaborates with other departments to carry out the organization’s race and gender equity goals and objectives; develops an advocacy agenda to influence systemic social change, including providing staff leadership to the Board of Directors Advocacy Committee; manages Center staff responsible for education/training opportunities, consultation, and technical assistance to individuals, organizations, and YWCA Greater Pittsburgh around racial justice and gender equity; demonstrate diplomacy and strategy in developing and maintaining relationships; and has a strong and effective interpersonal, communication and management skills.

**Interested individuals can submit a resume and cover letter to
 Linda Broman, Human Resources Director at lbroman@ywcaphg.org**

MINIMUM QUALIFICATIONS: This position requires progressive management and leadership experience to lead cross-department projects and teams and manage multiple operational functions. The preferred candidate will possess a Bachelor's degree with a background in nonprofit or human services. Demonstrated experience applying a diversity, equity, and inclusion lens to all people, processes, and business operations is required.

KNOWLEDGE & SKILLS:

- Knowledge of best practices regarding advocacy, equity, diversity and inclusion, and training and facilitation.
- Experience working with individuals from diverse backgrounds.
- Strong written and verbal communication, research skills, and public speaking ability.
- Ability to manage, evaluate, and coach individuals and teams to effectively advance advocacy efforts.
- Experience in building community and corporate partnerships.

ESSENTIAL JOB FUNCTIONS:

- Align and advance internal and external equity.
- Support the creation and ongoing improvement of an equity framework for YWCA operations and systems change efforts.
- Serve as a leader at the local and regional level to promote equity and racial justice.
- Provide leadership to achieve YWCA GP's equity commitment and internal capacity-building goals, including developing HR and organizational systems and processes that create inclusive excellence, diversity and multicultural competency, driving internal policy change.
- Directs the work of the internal Equity Team and the external Advisory Committee, including developing YWCA GP's advocacy agenda.
- Creates and manages departmental budget.
- Support and advance revenue generation to support YWCA GP's equity services and initiatives.

ABOUT YWCA GREATER PITTSBURGH:

Founded in 1867, YWCA Greater Pittsburgh is a member of a nationally recognized movement with a mission to eliminate racism, empower women, and promote peace, justice, freedom, and dignity for all. As a social justice organization, we have a deep commitment to tackling gender inequities and systemic racism; particularly in the places where these systems intersect. We provide direct services, empowerment programming and advocacy to support individuals and families, especially women and girls of color. We strive to become a model nonprofit workplace for a diverse workforce, ensuring that all staff members are paid a living wage and offered competitive benefits, and meaningful opportunities for professional development and career advancement.

**Interested individuals can submit a resume and cover letter to
Linda Broman, Human Resources Director at lbroman@ywcaphg.org**