

EVIDENT CHANGE

Inform Systems. Transform Lives.

DIRECTOR OF DIVERSITY, EQUITY, AND INCLUSION

REMOTE-FRIENDLY (OFFICES IN MADISON, WI &
OAKLAND, CA)

Are you passionate about advancing diversity, equity, and inclusion? Are you motivated to make social service and justice systems more effective, equitable, and just? If so, we'd love for you to join the Evident Change team.

Evident Change is a nonprofit that uses data and research to improve our social systems. We believe our systems should help people achieve their greatest potential, not create barriers to their success. That's why we partner with systems professionals and communities to get to the root of their biggest challenges, and give them the tools and knowledge to achieve better outcomes for everyone involved. Because when we join forces with those who work in our systems and the people they serve, we make our systems—and our society—more equitable from the inside out.



WHO SHOULD APPLY?

Evident Change is looking for a strategic leader who can further develop our organizational diversity, equity, and inclusion (DEI) goals while also growing our DEI work with clients, including our [Data for Equity™ model](#). This is a senior-level management position reporting to the CEO and requiring occasional travel. This position also serves as a member of the organization's leadership team.

The salary for this position ranges from \$125,000–160,000 per year based on experience, qualifications, and geographical location. You will have access to a rich benefits portfolio that includes health, dental, vision, life, and disability insurance. Our competitive rewards package also offers paid vacation, sick, and holiday leave along with two retirement plans.



WHAT WILL YOU DO AS DIRECTOR OF DEI?

The Director of DEI plays a central role in the organization's workplace culture and in external work with clients and partners.



INSIDE THE ORGANIZATION

Lead and Manage

- Work with directors and staff across the organization.
- Lead initiatives, trainings, and practices that support staff to promote DEI in our workplace culture.
- Direct and manage the Evident Change DEI team.
- Provide consultation and direction to managers, supervisors, and staff in their efforts to increase workplace equity and inclusiveness.

Enrich Internal Policies and Processes

- In partnership with human resources and senior leadership, integrate DEI into recruitment, hiring, engagement, and retention practices, including performance management strategies, professional development plans, and employee recognition.
- Develop strategies to improve the organization's ability to hire and retain a diverse workforce. Help increase the capacity of hiring managers and supervisors to implement these strategies effectively and consistently in collaboration with human resources, managers, and supervisors.
- Assist in identifying diversity goals toward a workforce more reflective of the people and communities served by the organization and consistent with the organization's mission and values.
- Coordinate departmental/team diversity action plans in collaboration with human resources, managers, and supervisors on an annual basis.
- Create an internal evaluation process and metrics for measuring annual progress toward a more equitable and inclusive workplace.
- Standardize an equity impact assessment for newly developed policies and procedures, working with key staff on strategies to mitigate any identified disparate impacts.



OUTSIDE THE ORGANIZATION

Work With Evident Change's Clients

- Speak externally on behalf of Evident Change as a subject-matter expert on DEI issues.
- Train and coach a variety of external audiences.
- Promote and implement Evident Change's Data for Equity model with organizations seeking to build their capacity for equitable system transformation and service-delivery improvement.

Grow Strategic Partnerships and Funding

- Actively work with the executive team and grants development team to cultivate relationships with funders on behalf of the organization and seek grant opportunities to expand DEI-related work.
- Develop strategic external partnerships to advance DEI goals.
- Collaborate with the communications team to author and promote blog posts, opinion pieces, and other external strategic communications related to DEI work.



WHAT QUALIFICATIONS DO YOU NEED?

- Multiple years of experience with demonstrated impact in leading and driving DEI initiatives within organizations.
- Ability to collaboratively develop and set a clear strategic vision for the DEI department's work that advances the organization's strategic goals.
- Deep knowledge of and experience with a successful framework or model to advance equity and inclusion.
- Excellent project management skills.
- Ability to provide a clear vision, communicate a strategy, and follow through with practical execution to drive the organization's mission forward.
- Ability to distinguish and navigate between adaptive challenges and technical problems within organizations.
- Knowledge base about restorative approaches to supervision and team leadership.
- Highly skilled in supporting and coaching conflict resolution techniques to build individual staff capacity to work effectively across differences.
- Ability to navigate conflicts and challenges through an intersectional lens.
- Demonstrated ability to develop and maintain effective and positive working relationships, both internally and externally, characterized by trust, respect, and cultural responsiveness.
- Effective supervision with ability to support team member growth, provide and receive constructive feedback on performance, and nurture accountability for goals and outcomes.

Do you have other attributes that we should consider? Tell us! We want to hear about them.



WHO IS OUR TEAM?

Evident Change staff have a wide variety of backgrounds, including advocacy, policy, and training experience. We employ people with formal training and those who have grown their skills through personal interest, experience, and other ways of learning and share a commitment to our mission. We want people who bring diverse perspectives, backgrounds, cultures, and lived experiences to the work we do. Diversity helps make our system-improvement efforts more informed and effective.



JOIN US!

If you are passionate about cultivating internal organizational culture, developing external programs, and consulting on DEI matters—and our mission and values resonate with you—we invite you to consider applying. Please [apply by completing this survey](#). If you need assistance with an accommodation due to a disability, email HR@evidentchange.org or call (800) 306-6223.

We welcome all qualified applicants regardless of race, national ancestry, age, religion, sex, ability, skin color, medical condition, marital status, sexual orientation, gender identity, or any other protected category. We strive to be welcoming to all applicants. Diversity is more than a legal requirement for us; it is a core value that we center in our work and our culture. Visit EvidentChange.org for more information.