



## **Director – Diversity, Equity, Inclusion and Access (DEIA) Administration**

Location: Remote or Sacramento, Oakland, Los Angeles, or San Diego

**Individuals who are Deaf or Disabled are encouraged to apply.**

**SALARY RANGE (Depending on Experience):** \$113,882 – 150,635 annually  
We base salary and position offers on experience and an internal equity analysis.

**EXCELLENT BENEFITS including 8% 401k Match, a language differential up to \$250/mo.** Public Service Loan Forgiveness (PSLF) - eligible employment.

**Application Deadline: *Open until filled.* Applications should be received by September 9, 2022 to be considered for the first round of interview.**

### **WHO WE ARE**

Disability Rights California (DRC) is the Protection & Advocacy (P&A) system for the state of California. DRC defends, advances, and strengthens the rights and opportunities of people with disabilities. DRC works for a world where all disabled people have power and are treated with dignity and respect. In this world, people with disabilities are supported, valued, included in their communities, afforded the same opportunities as people without disabilities, and make their own decisions.

DRC values all forms of human diversity. We are committed to a culture of belonging where all people are welcome. In order to be effective advocates for all people with disabilities, we must address discrimination in all its forms, including the unique challenges faced by people who experience the intersection of multiple systems of discrimination.

### **PURPOSE OF THE JOB**

Assess, develop, lead, monitor, evaluate and help implement an organization-wide diversity, equity, inclusion, and access (DEIA) strategy that aligns with our vision, mission, and values in collaboration with the Leadership Team, DEIA Committee, Employee Engagement Committee, and other employee stakeholders.

### **MINIMUM QUALIFICATIONS**

- Excellent communication skills: proven track record in communicating effectively and ability to inspire an inclusive mindset and deliver a compelling message across all levels in the organization.
- Passion, exposure and/or practical experience with DEIA principles and practices.
- Lived experience and/or close ties to disability community and other historically marginalized communities.
- Minimum of 4 years demonstrated leadership on DEIA issues.
- Relationship building, organizational advocacy, and change management experience and skills.
- Strong program planning, ownership, and management skills.
- Ability to integrate and align strategy, process, and teams.
- Ability to think strategically and execute tactically.
- Demonstrated ability to consult and advise on sensitive issues.
- Exceptional interpersonal and communication skills. Ability to distill complex information into digestible and meaningful messages for different audiences.
- An analytical mindset. Use data to approach problem solving and drive decision making.
- Ability to partner with and coach leaders to advance DRC's DEIA goals.
- Experience working in a team environment, building relationships, influencing key partners, and demonstrating the ability to get results through collaboration.
- A solid understanding of industry benchmarks, best practices, and innovations in DEIA.
- Spirit of generosity, kindness, empathy, and compassion



## **PREFERRED QUALIFICATIONS**

- Proven track record of building and scaling DEIA programs for a 300+ employer.
- Sense of humor.
- Demonstrated commitment to the intersectionality of disability and other marginalized communities or groups.
- Program management experience in a social justice organization.

**High speed internet connection is required to work for us**

**Working at DRC is more than just a job - it is a rare opportunity to do what you are good at while making a difference! DRC offers competitive salaries and a generous benefit package. To view the detailed job description and complete the application process [here](#).**