

POSITION DESCRIPTION

POSITION TITLE: Manager, Regional Equity Initiative
PAY GRADE: 6
DIVISION: Office of the Executive Director
IMMEDIATE SUPERVISOR:
DIVISION HEAD: Executive Director

POSITION SUMMARY

MVRPC is seeking a charismatic and innovative Regional Equity Initiative Manager to lead the successful development and implementation of equity initiatives agency-wide and in collaboration with our members and strategic partners. The Manager will serve as the Agency's Title VI leader and expert diversity, inclusion and equity administrator and will be responsible for complex projects and activities that require a high degree of specialized knowledge in policies, practices, and data analysis relating to social justice and systemic inequities. This position will provide leadership to transform systems throughout the region and within the organization, and technical guidance for internal and external equity, diversity, and inclusion-based initiatives. The ideal candidate will have a passion for racial and social equity, an understanding of systems-level versus individual-level change, and an ability to effectively communicate the role of the MVRPC's work to diverse audiences.

The Regional Equity Initiative Manager will contribute to MVRPC's Institute for Livable and Equitable Communities. The Institute convenes critical private and public sector partners from all sectors and is the central point of coordination for a long-term, multi-faceted effort to address nine domains proven to enhance livability and equity in communities: Built Environment; Outdoor Spaces & Buildings; Transportation; Housing; Social Participation; Respect and Social Inclusion; Civic Participation; Communication; Community Support and Health Services; and Education.

The starting point for racial and social equity work will be to begin in the City of Dayton working with the Mayor's office and Human Relations Council to identify and research issues, involve underserved populations in the process and establish a subcommittee or Steering Committee to focus on the most pressing issues in communities with the greatest needs.

The Institute coordinates research and assembles data; leads robust community engagement processes to facilitate high-level strategic plans which identify needs, resources and potential actions for each domain; secures grants and alternative funding; leverages the region's resources for collective impact; and creates the opportunities for communities and organizations to implement an ever evolving range of aligned strategies and demonstration projects to advance livable & equitable communities throughout the region. There is an intentional focus on equity, launching programs and transforming systems that create an environment where people of all ages, races, incomes and abilities can thrive.

RESPONSIBILITIES AND DUTIES

1. Lead/coordinate work among Institute staff and across agency departments to advance diversity, inclusion and equity and to integrate principles into core decisions through the organization.

2. Establish partnerships and relationships with key governmental, institutional, and community stakeholders to develop and implement solutions that transform systems.
3. Build pro-active relationships within the organization and within the community with cross-functional subject matter experts to ensure alignment and focus on diversity, inclusion and equity in all practices.
4. Develop and manage strategic plans, programs, and research related to equity, diversity, and inclusion.
5. Represent MVRPC in equity related events and meetings with members, stakeholders, and in various racially, culturally, linguistically, and economically diverse communities.
6. Have familiarity with planning and policy issues related to diversity, inclusion and equity.

QUALIFICATIONS FOR APPOINTMENT

KNOWLEDGE, SKILLS AND ABILITIES:

Experience working in a professional or personal capacity towards broad community change in areas impacting diversity, inclusion, equity, and social justice. Demonstrated ability to develop collaborative, productive, and respectful relationships with leaders of key institutions and groups, including those in communities of color, immigrant and refugee communities, local governments, non-profits, business, and philanthropy. Thorough knowledge of and experience designing, developing, and implementing community-focused and data-informed strategies and tactics of the principles and practices essential to establishing livable and equitable communities. Skilled in project administration and fiscal reporting, strong communication, administrative, coordination, supervisory and team building skills. Ability to effectively handle multiple projects and priorities; skill in the use of public facilitation and strategic planning; and possesses outstanding written and verbal communications.

EDUCATION AND EXPERIENCE:

Master's degree in planning or related field; minimum experience: six years progressively responsible experience in a public policy environment, sociology, diversity, inclusion, public transit or regional planning highly desirable. Demonstrated experience with project management, leading a staff, convening large diverse groups, and new program development in the areas of livable and equitable communities.