**job posting**

**Racial Justice Director**

The Racial Justice Director is a highly organized, effective, and articulate systems thinker who leads YWCA St. Paul’s Racial Justice and Gender Equity advocacy and community education initiatives. **The primary role of this senior position is to proactively advance YWCA St. Paul’s mission of eliminating racism and empowering women through strategic initiatives and programming that promote racial justice and gender equity.**

This work is primarily external-facing and focuses on building and maintaining community relationships and partnerships; presenting visible public engagement on critical issues of racial justice and gender equity; and successfully managing and executing agency racial justice and gender equity advocacy, strategies and initiatives. This role works in close partnership with YWCA St. Paul leadership to ensure consistent and engaging communications with key stakeholders. In this position you will:

- Work with senior leadership to shape the strategic vision for YW’s racial justice and gender equity work externally, re-imagining YW’s work on systems change, and execute a targeted plan to achieve the objectives of that vision.
- Provide consultation to external partners and clients and facilitate constructive dialogue on racial and social justice and the work of building more equitable environments (in community, workplaces, etc.).
- Represent YWCA St. Paul effectively in the community.
- Share responsibility in partnership with Program leadership for internally advancing the YW’s mission.
- Collaborate with the Communications team to support development of racial justice and gender equity content for YW’s communications vehicles (e.g., website, social media etc.). And more!

**Minimum Qualifications:**

- Bachelor’s degree plus a minimum of five years in a senior leadership role, community leadership or organizing, or the equivalent in experience.
- Activist orientation with strong grounding in racial and social justice, along with knowledge and understanding of intersectionality.
- Solid group facilitation skills, strong interpersonal skills and exceptional communication skills, including public speaking.
- Demonstrated ability to be relentless and persistent.
- Understands the impact of trauma and its effect on Black and Brown women, families, and communities.
- Believes art and conversation have a role in racial justice work.
- Passionate about the program impact of the YW and supports its connection to this racial justice work and is excited by the opportunity to expand this program and our external presence in the community.
- Proven excellent project management and organizational skills with a demonstrated ability to deliver high quality, timely work product.
- Ability to work effectively both independently, as well as, in a team-oriented, collaborative, and collegial environment.
- Proficiency in Microsoft Office Suite and knowledgeable of CRM database.

YWCA St. Paul offers a competitive benefits package and compensation is dependent upon experience and qualifications. The anticipated hiring range for this position assumes an annual salary between $65,000 and 80,000.

If you are looking for an opportunity to make a difference and work in a collaborative environment where we celebrate and appreciate each other, please complete our Employment Application at: https://www.ywcastpaul.org/careers/

Forward application, resume, cover letter to:  
Email: hr@ywcastpaul.org    Fax: 651-305-1602  
Mail: YWCA St. Paul, 375 Selby Ave., St. Paul, MN 55102

*YWCA St. Paul is an Equal Opportunity Employer*