



Vice President of Equity Advancement

YMCA of Greater Indianapolis

Indianapolis, Indiana

There has never been a better time to join the YMCA of Greater Indianapolis! One of the leading YMCA's in the country, our employees enjoy a diverse & inclusive environment and the opportunity to do cause-driven work to impact our communities through Youth Development, Healthy Living & Social Responsibility. If you are interested and have the skills and desire to make a difference, please continue by completing our online application. Thank you for your interest in our Y!

GENERAL FUNCTION

Under the direction of the President/Chief Executive Officer and in partnership with the senior leadership team, the VP of Equity Advancement helps develop internal and external diversity, equity, and inclusion strategies and implements key tactics that strengthen organizational capacity to deliver the Y's mission and cause.

The VP of Equity Advancement is responsible for linking diversity, equity, inclusion and global initiatives and programs across the YMCA of Greater Indianapolis operations. Manages and/or supports activities related to the sustainability and advancement of diversity, equity, and inclusion in programs. Partners with leaders across the organization to ensure the Association recruits, retains, engages and develops qualified, diverse employees and volunteers.

This position will provide leadership in researching and developing strategies to better serve and engage all segments of our community in areas including membership, programs, volunteers, employees, suppliers, donors and community partnerships.

SKILLS AND EXPERIENCE

- Bachelor's degree from an accredited college or university or the equivalent combination of education and experience
- Minimum five years' experience with demonstrated success integrating diversity and inclusion experience in training, communication, human resources, or other related operational areas
- Skilled at designing and implementing effective diversity and inclusion programs
- Skilled trainer and facilitator in diversity and inclusion related experiences such as unconscious bias
- Ability to lead and influence at all levels of the organization
- Skilled in collaborating, managing change, and building consensus
- Project management experience with ability to work with cross-functional teams
- Excellent verbal and written communication skills, and skilled at building and maintaining community relationships
- Ability to work independently and as part of a team
- Ability to define problems, collect data and draw valid conclusions

EFFECT ON END RESULTS

Effectively performing the principal responsibilities of the position will ensure:

- Staff are well informed and able to demonstrate cultural competence with regards to diversity, equity and inclusion
- An environment that embraces diverse abilities and approaches
- Strategies are developed to ensure policy and process equity
- Members and community are involved in the development of programs and activities
- Measurable advancements of equity internally and externally

Our purpose is to practice inclusion by valuing the diversity of all people within our association and the communities we serve. We do so by helping our YMCA increase and support the cultural competence of staff, members, volunteers and the various publics we serve. Diversity is the mosaic of people who bring a variety of backgrounds, styles, perspectives, beliefs, and competencies as assets to the YMCA.

*Salary Range: \$89,227.00 - \$100,380.00

Apply online at:

<https://www.indymca.org/jobs>