



Anti-Racism Leadership Team Member Job Description

(a fill-able form)



The Anti-Racism Leadership Team is currently seeking candidates who are interested in serving on the Department-wide team that is guiding and leading the work of eliminating racism and cultural bias in our organization. The goals of the Anti-Racism Leadership Team are to guide in making changes that are responsive to clients and to ensure a positive environment for all employees. Team members are committed to addressing the department's goal of providing services that meet the needs of different cultural and racial groups.

It is essential that we respond appropriately to the needs and perspectives of people from different racial and cultural backgrounds. The simplest example of this is the need to translate information into multiple languages and to provide translators. But subtler differences exist and contribute to disparities in access and outcomes for racial and ethnic groups.

The Anti-Racism Leadership Team and Department management feel strongly that the Department must examine its approach and make changes that are:

- Responsive to clients; and
- Create a positive environment for employees.

This effort is consistent with and furthers our Values Statement:

- We value and draw upon the diversity of our staff and community.
- Diversity is an asset to our Department and a key to providing services.

All staff are encouraged and eligible to apply to be a part of the Anti-Racism Leadership Team.

Experience and Skills Desired:

- Awareness of and interest in overcoming racism
- Basic understanding of how racism impacts all of us
- Some previous experience working on anti-racism issues either at work or in the community
- Active listening skills, and respect for perspectives that may be different from your own
- Good verbal and written skills
- Ability to see the big picture and communicate the vision of the Anti-Racism leadership team as a representative
- Ability to handle conflict respectfully and productively
- Open to being challenged and challenging others in discussion about anti-racism work
- Stamina, patience, assertiveness, and multi-tasking capacity
- Candidates must be willing to learn, work, and grow on many levels

Time Commitment Required:

Team members will need to commit to an estimated _____ hours of work monthly. This amount may vary and work relief for front line staff will be considered.

The team currently meets the _____ each month from _____ pm.

The Team may also participate in a multi-day retreat to further its work. Attendance at scheduled meetings is essential. In addition, there may be assignments between meetings or sub-committees that may require more time on an on-going basis. Membership terms for new appointees will be 3 years with an option for term renewal.

The Selection Process:

The selection process will consist of a written application and may include an oral interview.

Applications deadline:

Completed applications should be submitted to: _____ by _____

If you have questions, you may contact any member of the Membership Committee of the Anti-Racism Leadership Team:

;

;

;

If you have questions about Team functions, you may contact any member of the Anti-Racism Leadership Team. Continuing members include:

;

;

;

;

;