

Position Announcement: Equity & Leadership Facilitator

JustLead Washington is a capacity-building organization that supports equity and justice advocates and organizations throughout Washington State, offering leadership and equity-focused transformative learning opportunities, consulting, and coaching. JustLead seeks an experienced trainer, facilitator, and relationship-builder who can help our partners advance their efforts to further racial justice and engage in meaningful systems change work guided by communities most harmed by systemic racism and structural oppression.

About JustLead Washington

Our Why:

JustLead envisions a world where everyone belongs and no one lives outside of the [circle of human concern](#). We see thriving and inclusive communities and a transformed law and justice system that helps create a world that is just, equitable, and restorative.

Our How & Our What:

We help build environments where advocates, organizations, and institutions committed to equity & justice have the training, tools, and capacity to effectively align themselves with, take guidance from, and make change with communities most harmed by structural bias and racism. We encourage adaptive leadership skills and meaningful collaboration between legal and community partners in pursuit of strategic, anti-racist, and unified action. Our leadership development model centers eight core competencies grounded in a racial equity analysis.

Equity & Leadership Facilitator Role & Responsibilities

The Equity & Leadership Facilitator will design and deliver anti-racism, leadership, and organizational development offerings in partnership with the JustLead team and with guidance from [Washington Race Equity & Justice Initiative](#) (REJI) Partners. JustLead primarily supports equity & justice-committed legal system partners like civil legal aid and pro bono programs, public defender agencies, and legal advocacy organizations, as well as community partners whose work intersects with the justice system.

JustLead uses the term “Facilitator” expansively. We seek a core team member who can facilitate transformative learning and change at the personal, group, organizational, community, and systemic level. The Facilitator will provide a range of services including training, interpersonal and group facilitation, consulting, and coaching support. Common topics include structural and internalized racism, conflict management and healing, organizational equity strategies, building accountable community relationships, and systems thinking. Specifically, the Facilitator will:

- Design and deliver live and recorded interactive workshops and presentations to promote racial justice and adaptive leadership competencies;



- Offer advice, consulting, and facilitation support to organizations engaging in ongoing racial equity and organizational change work, including caucusing, equity audits/assessments, and/or the development or implementation of equity plans;
- Build and steward meaningful relationships with individuals and organizations that are committed to promoting equity and fairness within the justice system, including helping to coordinate the REJI and [Leadership Academy](#) alumni network;
- Create resources to help organizations apply a racial equity analysis to their internal and external work to further systemic change that is responsive, relevant, and accountable to communities most harmed by structural bias; and
- Design and deliver content for JustLead's [Leadership Academy Fellows and Alumni](#).

Desired Experience and Qualifications

The ideal candidate will have a strong, demonstrated commitment to JustLead's values, and demonstrated experience in educating and supporting adult learners on issues connected to racial equity and leadership. As part of a small and nimble team that prioritizes leadership development, the successful candidate must have strong relational and communication skills and a life-long learning mindset. The candidate must be able to effectively lead multiple client engagements and programs independently and be open to increased levels of responsibility and initiative-taking as their work develops.

Specifically, the successful candidate *must* possess the following:

- Demonstrated commitment to economic, racial, and social justice and an understanding of the ways in which institutions and systems informed by conscious and unconscious bias harm individuals and Black, Indigenous, and communities of color. This includes an awareness of how racism intersects with and compounds harm caused by other forms of oppression based on social identities such as gender identity, class, age, national origin, immigration status, disability, religion, and sexual orientation;
- Proven ability to develop and carry out anti-racist, pro-equity strategies and apply a racial justice analysis to interpersonal, organizational, and systemic challenges;
- At least two years of experience and competency in facilitating adult learning, including experience with curriculum and training design and delivery, group facilitation, and organizational change processes;
- Experience working or collaborating with justice system partners (such as civil legal aid organizations, criminal or juvenile justice agencies, civil rights organizations, and governmental law and justice entities);
- Strong verbal and written communication skills, including competence and comfort with facilitating groups through conflict, difficult conversations, and restorative processes;
- Strong administrative skills, including the ability to develop and manage multi-faceted programs, projects, and tasks;
- Demonstrated ability to develop productive and accountable relationships with current and potential partners, including justice system partners, other capacity-building organizations, and groups rooted in Black, Indigenous and other communities of color;
- Flexibility and a willingness to carry out the wide-ranging and often rapidly shifting responsibilities of a small and evolving nonprofit; and

- Well-developed emotional intelligence and self-and other-awareness.

The *ideal* candidate will also have:

- At least two years of experience managing or directing programs or projects;
- A creative and entrepreneurial spirit;
- Worked with or participated in a cohort-based leadership development program that utilizes a social justice framework, such as JustLead's Leadership Academy or similar program;
- Direct experience working at a legal organization and/or engaging in legal advocacy; and
- Lived and/or professional experience working within Black, Indigenous, and Communities of Color or other communities who have historically been harmed by structural oppression.

To Apply

To apply, please email a letter of interest, resume, and contact information for three references as Word or PDF documents to the attention of Jennifer Werdell at info@justleadwa.org. If available you may also provide brief examples of related work product you have contributed to, such as presentation materials, blogs, videos, policies, etc.

Applications will be considered on a rolling basis until filled, with priority consideration given to applications received by October 21, 2020. If you need disability, language, or other accommodation in the application process, please contact info@justleadwa.org.

Compensation & Benefits

The position will start as soon as possible. The role is designed as full-time (37.5 hours per week) though the successful candidate may request an 80% position (30 hours per week) if desired. The salary range is \$70,000 - \$82,000 per year depending on experience, which will be pro-rated if opting to work at 80% of full-time. The position offers generous leave benefits, a no-cost QSEHRA (health care reimbursement benefit), and a monthly stipend for transportation and other expenses. The position will start virtually/remotely but as a return to work becomes feasible will be based in Seattle (at minimum requiring at least several days/month in Seattle), with local and some statewide travel required.

JustLead Washington is committed to upholding its policies and values around inclusion, equity, fairness, and belongingness, which includes an environment free from barriers and discriminatory practices for its clients, partners, board, and staff. JustLead encourages submissions from applicants who are diverse in work and educational background, experience, race, national origin, gender identity, religious preference, sexual orientation, ability, and other identity factors. We particularly encourage applications from those who have lived experience within communities most harmed by structural oppression.

For more information, please contact JustLead at info@justleadwa.org or visit our website, www.justleadwa.org, or Facebook page, www.facebook.com/justleadwa.