

Position Announcement: Equity Coach

JustLead Washington seeks an experienced equity and racial justice-focused consultant, coach, and strategic interventionist with a demonstrated track record of supporting organizations and communities through alignment and transformational change in furtherance of equity and inclusion goals.

Who We Are

JustLead envisions a world where no one lives outside of the [circle of human concern](#). We see thriving and inclusive communities, a transformed law and justice system that no longer harms Black, Indigenous, and communities of color and instead helps create a world that is just and equitable, and an environment where advocates and organizations committed to equity & justice have the training, tools, and capacity to serve as effective, collaborative partners to communities and movements dismantling structural oppression.

As we face the interlocking and persistent crises of COVID-19, virulent racism, and deepening poverty we are presented with opportunities for transformational change unimaginable prior to this past year. Consistent with this is JustLead's commitment to bring together the leadership of communities most harmed by systemic racism and structural oppression with the partnership, professional access, and privilege of legal system partners in the service of transformative change.

JustLead supports the equity & justice community by facilitating transformative learning, offering space for community-building, and providing strategic planning, consulting, and coaching services. Our pillar programs, the statewide [Leadership Academy](#) and the [Washington Race Equity & Justice Initiative \(REJI\)](#) strengthen the adaptive leadership and racial justice capacity of equity & justice system partners, such as staffed civil legal aid programs, *pro bono* legal services organizations, and advocacy and social service partners.

What We Are Looking For

JustLead is often called in to help our equity & justice-minded partners better align their internal organizational cultures and their stated vision and values. We engage in long- and short-term equity and inclusion consulting, coaching, assessment, intervention, and leadership support work. We are looking for an experienced consultant and coach who can:

- Develop and deliver equity & justice-based complex, multi-faceted organizational consulting services with an explicit but not exclusive focus on racial justice
- Manage high conflict and interventional situations and support healing and repair processes
- Provide equity & justice-based accountability coaching for those in positional authority roles



- Conduct organizational equity assessments/audits designed to provide space for consolidated, protected input and make strategic use of stories, information, and generated data to “hold the mirror up” to those in positional authority and motivate needed changes
- Navigate and support the difficult organizational development and culture change work that comes with acknowledging that an organization, team, project, or coalition needs to better deliver on its stated vision and core values, either internally, externally, or both
- Develop resources to help organizations grow their anti-racist analysis and further systemic change that is responsive, relevant, and accountable to communities most harmed by structural bias and poverty
- Build community and mutually supportive relationships with our growing equity & justice network, including client partners, other consultants and capacity-builders, and community leaders

Who You Are

You are a confident, adaptable, active listener and communicator, skilled at forming empathetic bridges and change-committed networks. You are able to scan complex systems and situations and understand the underlying political and power dynamics at work in high stakes situations. You are committed to JustLead’s organizational values and are resilient, diplomatic, and able to engage with authenticity and humor in meeting challenging situations.

We specifically hope to partner with someone who has:

1. A demonstrated commitment to and prior engagement with racial, economic, 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.
2. A nuanced understanding of organizational structures, including management and positional authority roles and functions and human resource functions
3. Experience directly supporting organizations through equity and inclusion-focused transformational change work, including the development of equity assessment/audits and equity action plans, and/or strategic planning work centered on equity and inclusion
4. A strong and supportive coaching presence, including the ability to deliver difficult messages with both directness and compassion, and to hold positional authority leaders accountable to commitments and action
5. Strong oral and written communication skills
6. Demonstrated self- and other- awareness, including a proven ability to facilitate healing, learning, and growth through conflict resolution and problem-solving
7. Experience effectively supporting managers and supervisors to bring equity analyses to core functions including recruitment, hiring & retention, delegation of work and ongoing performance management

8. A demonstrated ability to develop productive and accountable relationships with current and potential partners, including legal system partners, other capacity-builders, and groups by and for people who have intersected with the legal system and who have been harmed by racism, poverty, and other forms of oppression
9. Lived and/or professional experience working within Black, Indigenous, and communities of color or other communities who have historically been harmed by structural oppression
10. Although direct experience working at a legal organization and/or supporting legal or social service organizations would be seen as a positive, it is not required.

To Apply

To apply, please email a letter of interest, resume, and contact information for at least two client or employer 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 April 26, 2021. 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 can be designed as full-time (37.5 hours per week) or part-time (averaging 18 hours per week or more). The salary range is \$80,000-\$92,000 per year depending on experience, which will be pro-rated if opting to work part-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/months 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.