



# Rising Ground

## SVP, Diversity, Fairness and Belonging

New York, USA

## Background

Driven by the belief that each of us can thrive when life has hope and opportunity, Rising Ground provides caring support and proven paths to positive change, helping children, adults, and families rise above adversity. Rising Ground supports children who have suffered abuse and experienced trauma; parents and caregivers who are limited financially; juvenile justice-involved youth; children and adults living with mental and behavioral health challenges and/or intellectual/developmental disabilities; homeless youth; individuals and families facing challenges such as domestic violence, substance abuse, or mental illness; foster care youth; unaccompanied migrant children; and children living with emotional disorders, learning disabilities, and autism.

With an annual operating budget of over \$131 million, Rising Ground works with 25,000 individuals and their family members each day through a continuum of 50 mental health, juvenile justice, foster care, early childhood, special education, and intellectual/developmental disabilities programs at 71 sites. Committed to staying ahead of the needs of their ever-changing community, Rising Ground focuses squarely on the individuals and families they serve to help them achieve the best results for themselves by building on a foundation of solid evidence-based programs and incorporating ongoing innovation to make Rising Ground's services ever stronger.

In every aspect of their work—from governance and financial management to their inclusive organizational practices—Rising Ground lives by four key principles: accountability to all stakeholders, program sustainability, operational transparency, and a continued commitment to learn. Rising Ground's aim is to provide the maximum positive impact for the exceptional individuals, parents, friends, and professionals they serve and to have a positive impact on the community at large.

To learn more about Rising Ground, go to <https://www.risingground.org/>.

## Position

The Senior Vice President, Diversity, Fairness and Belonging (DFB) —a member of the organization's most senior leadership team—is the strategic, experienced driver of the Diversity, Fairness and Belonging Steering Committee, responsible for planning and executing Rising Ground's DFB initiatives and activities. The SVP, DFB in concert with organization leadership, the Board of Directors, and key constituents will develop, implement, promote, review, and assess the comprehensive organization-wide strategic diversity, fairness and belonging plan as Rising Ground strives to create a more vibrant, inclusive, and supportive work environment as they provide services to 25,000 New Yorkers each year.

## Responsibilities

The successful candidate will have proven, relevant experience and a record of success in leading diversity efforts at other organizations. Furthermore, this person will be conversant with a range of models for building cultural competence within organizations and will be

prepared to guide the Rising Ground community in developing the best models for the organization.

### Essential Duties and Responsibilities

- Provides vision, leadership, coordination, planning, and hands-on engagement for the design and implementation of organization-wide strategies to ensure diversity, fairness and belonging (DFB) for employees and persons supported.
- Provides thought leadership and serves as key advisor to organization around DFB.
- Chairs the DFB Steering Committee, serves as staff liaison to the Board's DEI Workgroup, and is a resource for and participant in the organization's Antiracism and Inclusivity Workgroups and any affinity or other groups connected to DFB efforts.
- Works in partnership with, visibly represents, and inspires all levels of leadership, management, and staff to ensure that DFB initiatives are implemented and aligned with the overall vision, values, and mission of the organization.
- Manages the development, review, and revision of policies, procedures, and programs in support of DFB.
- Researches, develops, recommends, and executes creative strategies to foster the organization's DFB goals, including recruiting and hiring as well as performance management.
- Assists in developing DFB training and educational programs to employees. Ensures adherence to the organization's policy that all training and related materials presented are free from bias and stereotyping.
- Supervises the Antiracism Practice Advocate(s) in their work to mitigate bias and harm in the provision of direct services to persons supported.
- Creates and implements communication strategies and content related to the organization's DFB efforts, working in tandem with the Institutional Advancement Department.
- Develops metrics for evaluating the efficacy of the organization's DFB work and progress toward DBF goals. Supported by Senior Vice President for Performance Evaluation and Monitoring, gauges and reports on DFB efficacy.
- Represents organization in external committees and with stakeholders and positions the organization as a change-agent in this work.
- Performs other related duties as assigned.

### Required Education and Experience

- Knowledge and practice base around principles and concepts related to DFB /DEI
- Proven experience in developing, implementing, and assessing DFB /DEI strategies, initiatives, and programs
- Leadership and supervisory experience working with diverse teams
- Strong presentation skills and the ability to present in both verbal and written

- Strong verbal and written communication skills
- Bachelor's degree
- A warm, engaging, and accessible writing and communication style
- High level of emotional intelligence

## Competencies

- Executive
  - Ability to influence and drive action at all levels of the organization and to represent the organization externally as called upon
  - Ability to inspire confidence in and work with all levels of staff and persons supported
- Communication
  - Demonstrates the communication and conflict-resolution skills needed to navigate socially and politically charged situations to resolve problems and build consensus
- Supervisory Responsibility
  - Antiracism Practice Advocates(s)

## Work Environment

This job operates in a clerical office setting. This role routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets, and fax machines.

## Physical Demands

Work is not confined to an office setting. There will be periodic outside activity for training and other events. Travel within the organization's work sites is required.

## Position Type/Expected Hours of Work

This is a full-time position. Days and hours of work are Monday through Friday, 9 am to 5 pm. Occasional evening and weekend work may be required as job duties demand.

## Travel

This position requires travel throughout our regular sites and programs in the greater New York City area.

## Other Duties

Please note: this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change with prior notice.

## Salary and Benefits

Salary for this position is \$180,000, plus benefits.

## DEI Statement

Rising Ground welcomes applicants from all backgrounds and walks of life, as is reflected in our mission for equity and inclusion. Rising Ground is proud to be an equal opportunity employer and is committed to providing equal opportunity for all employees and applicants. Rising Ground recruits, hires, trains, promotes, compensates, and administers all personnel actions without regard to race, color, religion, sex, pregnancy, gender identity, national origin, age, mental or physical disability, ancestry, medical condition, marital status, military or veteran status, sexual orientation, or any other status protected by applicable law.

To apply to this position, please click [HERE](#).

This position description is based upon material provided by the Rising Ground, an equal opportunity employer.

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Raven Stubbs, Talent Consultant