

DIRECTOR OF EQUITY AND RACIAL JUSTICE ADVOCACY
Location: Washington DC, Oakland CA, Los Angeles CA, or Remote

Justice in Aging seeks an experienced advocate with a strong commitment to racial justice and advancing equity to join our team in a new position, Director of Equity and Racial Justice Advocacy. The successful candidate will develop and lead our Strategic Initiative on Advancing Equity, and direct our newly formed Equity Team. The Director of Equity and Racial Justice Advocacy will work closely with the directors of each of our teams, as well as all staff members, to pursue systemic change in law and policy to improve the lives of low-income older adults who experience inequities rooted in historical, persistent, and structural racism, ageism, sexism, ableism, homophobia, and xenophobia. The position is an exciting opportunity, at a critical moment in our country, to build new systems to promote equity for low-income older adults in a collegial, collaborative environment.

The director can be based in any of our three offices (Washington, DC, Oakland CA, and Los Angeles CA), or work fully remotely. All of Justice in Aging's staff are currently working remotely and will be doing so for the duration of the pandemic. **This is an advocacy position, not a human relations (HR) position.**

Since 1972, Justice in Aging has used the power of law and our expertise in the health care, long-term services and supports, economic security, and elder justice programs that older adults rely on to fight senior poverty, focusing our efforts primarily on those who have been marginalized and excluded from justice. We have a rich tradition of successful, high-impact, strategic advocacy on behalf of the more than 7 million seniors living in poverty across the country. We also run the [National Center for Law and Elder Rights](#) under a contract with the Administration for Community Living. For the past five years, Justice in Aging has had an active and engaged Diversity, Equity, and Inclusion Committee, which has led and will continue to lead our internal DEI work, including trainings, caucusing, and organizational processes.

In 2021, Justice in Aging will launch our Strategic Initiative to strengthen and intentionally center our external advocacy strategies and projects on issues that directly address systemic and intersectional inequities faced by older adults of color, older women, LGBTQ older adults, older adults with disabilities, and older adults who are immigrants or have limited English proficiency. We will place primary emphasis on advancing racial equity. The Director of Equity and Racial Justice Advocacy will lead this work, in close collaboration with Justice in Aging directors and staff.

Applications will be accepted on a rolling basis until the position is filled, with application review beginning on December 15, 2020. Questions about the position can be directed to Shelby Minister at sminister@justiceinaging.org.

Responsibilities:

Work with the Executive Director, Deputy Director, other Directors, and all staff to center equity in our substantive work.

Lead the implementation of our Strategic Initiative on Advancing Equity and direct our newly created Equity Team, which will be comprised of staff who are also part of one or more of our existing teams.

Work with the Equity Team as well as our Health, Economic Security, Litigation, and Elder Rights teams to create and expand equity-based projects and initiatives.

Partner with the Executive and Deputy Director to develop planning and evaluation tools that center equity and shape new project ideas into proposals for new funding.

Work with the Communications Director and Communications Team to develop media and/or social media strategies to advance equity-related policy objectives.

Build and maintain relationships and engage in collaborative efforts with partners and coalitions, including national or local legal groups, civil rights groups, aging network members, government agencies, state-based advocates, and other stakeholders.

Work with staff to engage in research and analysis, produce written materials, present trainings, and provide technical assistance related to the pervasive and ingrained systemic and intersectional inequities faced by older adults of color, older women, LGBTQ older adults, older adults with disabilities, and older adults who are immigrants or have limited English proficiency.

Opportunities for limited travel to national conferences and meetings, after the COVID-19 pandemic.

Requirements:

Any combination of applicable educational/professional credentials and experience that will enable you to perform the above duties successfully, including but not limited to a JD, Master's degree, or Bachelor's degree.

Relevant advocacy, policy, legal, project management, and/or coalition-building experience, with significant experience in racial justice, civil rights and/or equity issues.

Passion for social justice, including interest in working on behalf of older adults of color, older women, LGBTQ older adults, older adults with disabilities, and older adults who are immigrants or have limited English proficiency

Desired:

Strong interpersonal, oral, and written communications skills, including ability to communicate effectively about racial equity.

Diversity of personal and professional experience, including lived experience with advancing racial equity and with communities of color.

Excellent organizational skills and ability to prioritize and lead multiple projects, activities, and actions.

Ability to balance short and long-term objectives.

Ability to think strategically and to lead and work collaboratively with others.

Compensation:

Salary for this position will be at least \$115,000, and potentially higher based on experience. Justice in Aging also offers a generous benefits package, including health, dental and life insurance; flexible reimbursement plan; 403(b) retirement savings plan with 8% automatic employer contribution; paid parental leave, sabbatical leave, and compensatory time; and generous vacation policy.

To Apply:

Please submit the following to Shelby Minister at sminister@justiceinaging.org:

1. Cover letter that describes your interest in this particular position,

2. Resume,
3. One writing sample, and
4. Three professional references

We accept applications on a rolling basis, with review beginning on December 15, 2020. **In your cover letter, please address the following in order for your application to be considered:** To promote social justice and best achieve our mission, Justice in Aging is committed to maintaining a diverse staff and creating an inclusive and respectful workplace in which differences are acknowledged and valued. **How do you think your personal or professional experience or background has prepared you to contribute to a work environment with a strong commitment to diversity, equity and inclusion?** Feel free to think broadly about your response to this question, applying various aspects of your life and personal experiences to your response.

Justice in Aging is an Equal Opportunity Employer. We are committed to maintaining a diverse staff and we particularly encourage applications from people of color, women, people with disabilities, the LGBTQ community, and others whose background may contribute to more effective representation of low-income people and underserved communities. If you need a reasonable accommodation for the application process, please contact Shelby Minister at sminister@justiceinaging.org.

Shelby Minister

Pronouns: She/Her/Hers

Development Manager

Justice in Aging

sminister@justiceinaging.org

510-338-9106

Justice in Aging is in solidarity with the Movement for Black Lives. [Read our statement.](#)