



Job Posting: **Diversity, Equity, and Inclusion Weaver**

Date: Position beginning September 2021

Reports to: La Plata Food Equity Coalition Resource & Support Team

Compensation: \$25,000 annual contract

Schedule: 20 hrs/week with a flexible schedule; some evening and weekend hours required

Location: Preference for applicants living in La Plata County, CO/Four Corners Region, though remote applicants will be considered

Summary:

The Diversity, Equity, and Inclusion Weaver works with our community and the La Plata County Food Equity Coalition to increase health equity through tackling food systems change with an emphasis on people of color, seniors, and geographically isolated communities. We are committed to increasing access to affordable and nutritious foods, increasing participation in community food assistance organizations, and building and sharing power. This is a part time position that supports the development of diversity, equity, and inclusion values, practices, and skills within the coalition and its structures, while concurrently supporting the development and execution of diversity, equity, and inclusion initiatives within the food system. The DEI Weaver works in close partnership with the Project Weaver. They report to the Resource & Support Workgroup.

Essential Responsibilities and Functions:

Project Leadership:

- Work in close partnership with the Project Weaver and Leadership Team to drive and design overall process and project design when it comes to diversity, equity and inclusion metrics and goals.
- Work in close partnership with the Project Weaver to convene and facilitate the Coalition and Leadership Team meetings
- Establish DEI evaluation metrics, goals, and support workgroups in integrating DEI into all evaluations

Cultural Leadership

- Serve as the point person for the Leadership Teams' regional goals and strategies to achieve diversity, equity, and inclusion.
- Act as first line of support for the various LPC Workgroups to assist them in completing their objectives and deliverables.
- Work in partnership with Project Weaver to develop a culture of understanding, compassion and exploration among Leadership Team and work group participants, and other constituents.

- Implement training sessions depending on need with the Leadership Team, Work Groups, coalition and broader community.
- Serve as a role model and leader in the creation of a comprehensive approach to behavior and thinking change for all leaders.
- Help each of us, and all of us as a group to progress upward in our intercultural competence.
- Represent the organization at local events and network with people who come from different backgrounds and communities.
- Collaborate with experts to evaluate DEI practices, stay current on DEI research and best practices in food systems, health, and beyond. Recommend adaptation of Leadership Team and Work Group activities and actions in accordance with learning.
- Provide strategic leadership in the development of culturally specific and culturally responsive policy and service delivery models.
- Develop consistent communication and feedback mechanisms to ensure we are able to identify, discuss, and address equity issues.
- Provide technical assistance to Leadership Team and Work Groups regarding cross-cultural communications and collaborations.

Leadership Team and Work Group Recruitment

- Work in partnership with Project Weaver to develop equitable practices to recruit participants to the Leadership Team and Work Groups.
- Develop internal standards and procedures that support diversity and inclusion throughout all processes.
- Train Leadership Team and Work Group members to recruit participants who represent the diversity of the communities in which we operate.
- Lead efforts to identify barriers to recruitment and develop solutions to remove them.
- Create general and targeted recruitment materials.

Evaluation and Assessment

- Ensure organization is compliant with federal and state laws and provide support in data collection and/or reporting, where relevant.
- Establish and maintain accurate and up-to-date records of diversity in collaboration with Project Weaver, including statistics. Generate regular and periodic reports as requested.
- Assist individuals to effectively handle situations through coaching, mediation, training and/or provision of other resources.
- Gather feedback around diversity, equity and inclusion; make recommendations to the Leadership Team of trending needs.
- Participate in the review and evaluation of proposals and agreement/grant reports for compliance, as needed.

Other Duties as Assigned.

Qualifications:

- Ability to engage with diverse community members to promote trust, collaboration, and partnership.
- Experience in challenging and influencing peers to approach all work with an equity lens.
- Content knowledge of diversity, equity, and inclusiveness research and best practices for groups and communities striving to become more diverse, equitable, and inclusive.

- Track record of engaging with communities of color, LGBTQ+, seniors, and geographically isolated communities.
- Experience in leading high functioning groups toward increased diversity & inclusion.
- Flexibility, adaptability and capacity to work in a fluid, changing work environment.
- Experience in effectively developing and executing DEI strategies to a range of audiences.
- Proficient in computer programs, databases, and other technology.
- Previous experience with food systems serving groups or organizations.
- Completed an educational experience that could support this position's desired outcomes.
- Experience supervising or influencing groups of a diverse demographic.
- Excellent interpersonal and communication skills (both oral and written), sound organizational abilities, a high level of sophistication and maturity in social and professional settings, and a high degree of creative initiative.

Diversity & Equal Opportunity: The La Plata County Food Equity Coalition cultivates spaces for underrepresented communities to gain power and create meaningful solutions to food inequity. The coalition recognizes the systemic oppressions and inequities that face these communities in La Plata County. We strive to break down these barriers through understanding differences to build power, confidence, and leadership within Indigenous, Black, LatinX, Disabled, Senior, and geographically isolated communities. In principle and in practice the diverse nature of our board, staff, and volunteers is recognized as one of our best assets. We respect each individual's unique gifts and prohibit unfair or discriminatory practices against anyone because of age, race, color, religion, national origin, disability, gender, sexual orientation, and any other protected category.

Contact Rachel, the La Plata Food Equity Coalition Project Weaver at rachel@goodfoodcollective.org or (970) 403-5347 with questions or for additional information.