



Eliminating Barriers to Racial Equity

PRESIDENT IDEAL CANDIDATE PROFILE

ERASE Racism is recruiting a dynamic leader to serve as the organization's next President, succeeding Elaine Gross, Founder and President, after 20 years. The ideal candidate will be an entrepreneurial, forward-thinking leader who is passionate about promoting racial equity, has significant experience in policy development and advocacy especially focused on civil rights and equity addressing anti-Black racism, and has the communications skills needed to continue to engage the public and move the organization forward.

ERASE RACISM

***Mission:** To expose forms of racial discrimination, advocate for laws and policies that eliminate racial disparities, increase understanding of how structural racism and segregation impact our communities and region, and engage the public in fostering equity and inclusion.*

***Vision:** Transformed, integrated communities in which no person's access to opportunity is limited by race or ethnicity*



ERASE Racism is a non-profit organization that leads public policy advocacy campaigns and related initiatives to promote racial equity in areas such as housing, public school education, and community development. Long Island, New York has been the site of ERASE Racism's initial work and continues to be its geographic home and key focus area. Yet, ERASE Racism's work is expanding to encompass statewide and national activities.

PROGRAMS AND SERVICES

ERASE Racism achieves its objectives through utilizing research, educating the public, policy advocacy, legal actions, and civic engagement of Long Island leaders, community organizations, and community residents of various ages and backgrounds.

ERASE Racism's Inclusive Housing Program analyzes the practices and policies of both public and private institutions that can improve or impede housing integration and equitable access to



affordable housing. It works with or challenges decision makers to affirmatively further fair housing.

The objective of ERASE Racism's Education Equity Initiative is to catalyze a strategic dialogue about the benefits of creating racially and ethnically diverse, high performing public schools throughout Long Island. It promotes learning environments that are racially integrated, equitably funded and resourced, and culturally responsive.

ERASE Racism's Partnership for Racial Equity is a diverse group of stakeholders that support and advance the goal of racial equity on Long Island and beyond.

IMPACT

Since its founding in 2001, ERASE Racism has been a leader in civil rights and racial equity work, with a particular focus on housing and education. The organization has helped pass fair housing laws statewide and locally; engaged multi-stakeholder coalitions on essential policy issues including housing and education; delivered antiracism trainings to thousands of Long Islanders; led research and civil rights monitoring related to fair housing and equitable education; collaborated with hundreds of high school student leaders in antiracism work; and conducted research and public education on racial equity through forums/conferences, published reports, opinion pieces, public speeches, and media outreach.

The organization's research and reports are used by the media, public officials, university researchers, nonprofits and the public in general. Findings have helped to identify discriminatory public policies and practices and deficient civil rights laws. ERASE Racism has often succeeded in getting appropriate changes enacted, including ten statewide fair housing laws and some in Nassau and Suffolk counties.



More information about the organization's work and impact are at www.eraseracismny.org.

THE ROLE OF THE PRESIDENT

The President has a broad and significant set of responsibilities within and outside of the organization. Externally, the President is responsible for upholding racial equity goals while:

- Serving as spokesperson for the organization and a leading voice in addressing structural racism and the need for public and private institutions to be accountable in that regard.
- Providing leadership in the deliberations of regional and state decision-making bodies, which can negatively or positively impact racial equity.

- Offering public expertise on anti-Black racism in housing and public school education.
- Advancing public policy on fair housing and educational equity, including engagement with local and statewide elected officials.
- Engaging stakeholders to build partnerships and coalitions on shared advocacy goals.
- Monitoring civil rights advances and rollbacks, particularly with respect to implementation of fair housing laws and practices and education equity reform.
- Leading and strategizing public education and communication material development, including reports, opinion pieces and research.
- Engaging the public in our work

Within the organization, the President is responsible for:

- Leading the organization with vision, integrity and in keeping with the organization's core mission and values.
- Coordination with the Board of Directors on governance of the organization
- Leadership and direction to ERASE Racism staff and consultants, and performance of periodic staff performance evaluations
- Oversight of the organizational budget and financial well-being of the organization through appropriate fiscal management
- Initiation of ongoing fundraising activities, in partnership with the Board
- Collaboration with the Controller and Treasurer on budget matters and maintenance of financial management systems
- Development and oversight of personnel policies and personnel management systems in collaboration with a partner human resources company

The President is the primary spokesperson and the chief executive officer of the Corporation. They have all powers and duties usually incident to the office of President except as specifically limited by the Board of Directors in this job description and any other resolution of the Board. They have general supervision over the business of the Corporation. In accordance with the bylaws they have authority to negotiate, execute and deliver any contracts or instruments and to sign checks, drafts, notes or other evidence of indebtedness of the Corporation. They appoint, evaluate and discharges agents and employees. They may have other duties and responsibilities as may be assigned by the Board of Directors

The President serves as an ex-officio voting member of the Board for as long as they hold the office of President of the Corporation. The President is elected by a majority vote of the Directors and serves at the pleasure of the Board.

IDEAL CANDIDATE QUALIFICATIONS AND COMPETENCIES

The ideal candidate will be a visionary thinker in the area of civil rights, especially related to fair housing and/or public school equity with proven experience in conceiving strategic goals and achieving targeted objectives in a timely manner. Qualifications also include:



- Master's degree preferred and bachelor's degree required in any of the following areas: political science, public policy, sociology, education, law, social work or related field
- Experienced leader in civil rights and racial justice, with significant experience in policy development and advocacy on a local and/or statewide level
- Demonstrated executive leadership ability to mentor and develop staff, collaborate with members of the Board of Directors and build positive relationships, alliances and partnerships
- Proven experience balancing fiscal and operational responsibilities while being the official external spokesperson and networker for the organization
- Strong ability to develop and communicate a positive brand identity and communicate the impact that ERASE Racism is having on Long Island, New York State and beyond
- Prior experience building networks and coalitions of strategic partnerships. Team building skills with the ability to balance empowering staff while holding staff accountable for their performance
- Excellent public speaker and writer, with a preference for someone who is also social media-savvy
- Experienced relationship builder with all internal and external stakeholders
- Demonstrated staff development and team building skills
- Experience working with nonprofit boards and knowledge of board governance
- Familiar with the civil rights history of the United States, in particular the persistence of housing discrimination, segregation and structural impediments to education equity affecting African Americans, rooted in the federal government's instigation of structural racism and its impact in New York and Long Island.

COMPENSATION

ERASE Racism will offer a competitive salary and benefit package to the candidate selected to be their new President. In addition, the position offers an opportunity to join a dedicated team of professionals who are working to erase racial inequity locally, and throughout the United States.

CONTACT INFORMATION FOR INTERESTED CANDIDATES AND NOMINATIONS

If you would like to express your interest in this position, please send a cover letter and resume to Susan Hairston, Managing Director at susan@dcm-associates.com or Dr. Jim McGuirk, Managing Director at jim@dcm-associates.com.

If you would like to discuss the opportunity further or would like to recommend a candidate, please contact Dennis C. Miller, Founder & Chairman at dennis@dcm-associates.com.



*Executive Search
Nonprofit Leadership
& Board Performance*

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