



SERVING OUR COMMUNITY

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United Way of the
Columbia-Willamette



We seek our next VP of Equity, Culture & Talent

United Way of the Columbia-Willamette seeks a transformational leader to advance the organization's work around equity, culture and talent.

For 100 years, United Way of the Columbia-Willamette (UWCW) has been working to meet the needs of vulnerable families in our region. No matter the crisis, we have always remained steadfast in our commitment to LIVE UNITED and take care of our community.

We are committed to rebuilding and reimagining more equitable and resilient communities. Last fiscal year, UWCW served 100,000+ kids and families and invested \$19.9M in the community. We put racial equity at the center of our work because research shows that kids and families of color face social and economic disparities that deter the progress of our community as a whole. We work with organizations to address these disparities and to create a region where all families have the resources and opportunities to thrive.

Key priorities of the role:

1. Drive and lead the development & implementation of UWCW's strategic equity action plan.
2. Assess the organizational culture & climate.
3. Ensure that an equity lens is applied to UWCW's HR policies, practices & procedures.

Our ideal candidate will:

- Have 5+ years of experience developing & implementing a DEI strategy, including an organization-wide action plan, presentations & workshops.
- Be experienced in change management & in implementing HR best practices that comply with the evolving workplace.
- Have a proven track record of recruiting & retaining diverse talent.
- Value collaboration, inclusion, different perspectives & cultures.
- Be effective at building morale & supporting employee development.

WE OFFER MORE THAN A MISSION

- The opportunity to work closely with a CEO, Leadership Team and Board of Directors committed to advancing racial equity within the organization and in the community.
- A mission-driven culture committed to working with diverse communities.
- A work culture that is collaborative and supportive of a healthy work-life balance.
- Participation in local and national conferences and culturally-specific leadership programs.
- A comprehensive benefits package.

Diversity and inclusion are fundamental values to United Way, both internally and externally. To learn more about this position and to apply, please visit: www.unitedway-pdx.org/about/careers.

The position closes July 23, 2021. For questions, contact Joseph Wahl at: joseph@wahlandassociatesllc.com