55K Coordinator for Equity and Inclusion
Job Description

About 55K:
55,000 Degrees (55K) is a multi-sector public-private partnership and organization formed in October, 2010, to implement the Greater Louisville Education Commitment with the goal of increasing postsecondary degree attainment in the Louisville region to 50% of the working age population by 2020. Collectively we pursue five objectives:

- Create and support a college-going culture
- Use the business community’s unique points of leverage to accelerate attainment
- Prepare students for success in college, career and life
- Make post-secondary education accessible and affordable
- Increase educational persistence, performance and progress

Position Purpose: Connect and champion equity-focused work among education and community partners leading to raised awareness and improved practices, with the goal of increasing excellence and equity in student outcomes.

Expected Outcomes:

- Map/conduct asset inventory of groups doing work in education equity or targeted to underrepresented populations (build on work already done by 15K Degrees, city, etc.):
  - Ex’s – Ali Center, Whitney Young Scholars, Adelante, My Brother’s Keeper, JCPS Equity scorecard, Zones of Hope, Restorative Justice, Behold 1500 Latinos or El Sueño Centenario, Black Achievers, Men of Quality, SAAB, Porter Scholars
- Facilitate alignment of various networks/initiatives, bringing together groups focused on similar goals (Louisville Latino Education Alliance, 15K, MBK, JCPS’ Envision Equity, etc.). Create space, conversation and alignment around “What’s missing?”
- Use data to identify root causes, underlying issues of inequities in outcomes. Help guiding team set metrics and goals. Develop equity implementation strategies, based on collaborative system-building process (and/or Equity in Collective Impact approach- lead factor analysis)
- Advocate for transparency in data and policies to ensure conditions change in partner education institutions:
  - students of color have access to kinds of courses that will enable them to qualify and be successful in postsecondary education
  - students of color receive targeted supports to assist with progress
  - teachers and faculty understand and deploy practices of inclusion
  - data are disaggregated and goals are set and followed

Competencies:

- Cultural competence. Understanding of, and sensitivity to, and respect for the diverse academic, socio-economic, ethnic, religious, and cultural backgrounds of partners and students. Understanding of the history of racism and the impacts of institutional and structural racism/discrimination. Recognize the unique role of education in addressing structural disparities. Demonstrated commitment to ensuring everyone has access to opportunities necessary to achieve their full potential.
- Facilitation. Demonstrated experience in facilitating meetings and helping groups and organizations to work more effectively, and to collaborate and achieve synergy.
Organization and planning. Plans, organizes, schedules and budgets in an efficient, productive manner. Focuses on key priorities.

Communication. Practices active and attentive listening skills that verifies understanding and adapts message to audience. Openly expresses opinion, even when different from that of others, and responds to differences of opinion constructively. Speaks and writes clearly and articulately without being overly verbose or talkative. Maintains this standard in all forms of written communication, including email.

Relationship Management. Demonstrates a track record in building, leveraging and maintaining relationships. Effectively partners with diverse groups from different sectors in the community (i.e. business, education, non-profits, government, faith based, etc.) to achieve results. Is honest, acts ethically, earns trust and speaks plainly and truthfully. Does what is right.

Creativity and innovation. Demonstrates creativity, initiative and flexibility in implementing diversity, equity, social justice, and multicultural education initiatives. Tests, measures and adapts.

Analytical skills. Understands, interprets and leverages data to achieve results; conveys metrics in a meaningful and motivating manner; deploys systems thinking with the ability to see and productively manage connections and relationships.

Team Development including the ability to inspire and work with others toward a collective goal while maintaining individual accountability.

Persuasion. Ability to persuade and enlist others’ support in accomplishing objectives and/or pursue a course of action.

Preferred Qualifications:
- Demonstrated commitment to equity, social justice, and multicultural education.
- Experience in conducting training workshops and in making oral presentations. Anti-bias training preferred.
- Experience in implementing organizational change, focused on equity, social justice, and multicultural education.
- Demonstrated leadership skills, including interpersonal communication and cultural competency.
- Demonstrated competency in use of data for analysis and policy development.
- Bachelor’s degree required. Graduate degree preferred.

Physical Requirements:
This position may require the ability to lift objects of at least 20 pounds in weight. Job duties require approximately 80% sitting/typing and 20% standing/walking. Physical requirements will vary depending upon the specific duties to be accomplished. In addition, it is a requirement of this position that the successful candidate be able to maintain a physical presence in the Louisville headquarters offices regularly and consistently and for the regular work week. Attendance may be required at special events during normal working hours or outside the normal work week.

Compensation:
The Community Foundation of Louisville serves as the fiscal sponsor of 55,000 Degrees. The position is a professional, full-time, exempt staff assignment and will be eligible to participate in the Community Foundation of Louisville’s Employee Health and Benefits Plan as set forth in the Foundation’s personnel policies. Compensation will be commensurate with skill level and experience.

Interested applicants should submit a resume and cover letter to info@55000degrees.org. Initial screenings will begin March 28 and interested applicants are encouraged to submit their resume by that date.