

ORESJ

Community-Driven Process for Hiring

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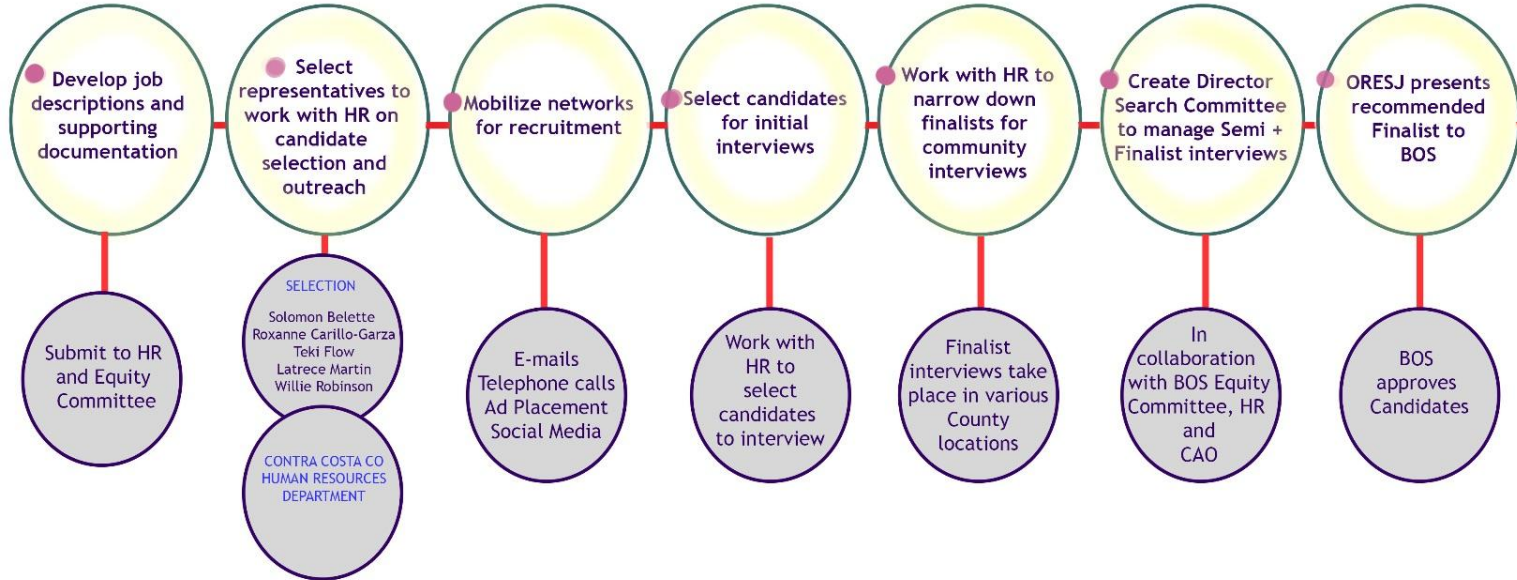


ORESJ CO-DIRECTOR RECRUITMENT PROCESS

GOAL

HIRE THE MOST QUALIFIED CANDIDATES

- Expert on leading or managing racial equity efforts in public relations/community-based organizations/government
- Executive level leadership/Forward thinking
- Strong political acumen and praxes in critical race theory/intersectionality
- Advanced overall assessment, management, and crisis and conflict management skills
- Strong relationship/trust-building skills
- Demonstrated capacity to thrive in fast-paced institutions or community partnerships
- Passionate/Compassionate
- Demonstrated commitment to diversity, equity and inclusion
- Culture fit and the ability to *to status quo*
- Demonstrated capacity to connect and engage with and in diverse communities of Contra Costa



During the first three years, the Office of Racial Equity and Social Justice should:

1. Establish an inter-departmental team across county departments. This group will assess and coordinate racial equity efforts across the county.
2. Set a safe, welcoming, and belonging culture in Contra Costa County. This should include:
 - Creating a mechanism to address individual and aggregate concerns/complaints
 - Fostering county agency cultures that promote equity, inclusion, and social justice
 - Finalizing the development and implementation of a Contra Costa countywide language equity plan to ensure that residents and families have a meaningful and equitable opportunity to apply for, receive, participate in, and benefit from services offered by County departments. (See Appendix B for the history of the plan.)
 - Building capacity for youth leadership and engagement.
3. Build capacity to establish trust across race, ethnicity, income, immigration status, sexual orientation, and gender identity.
4. Conduct a landscape analysis of racial (in)justice.
5. Review the extent to which County budget allocations are aligned with equity and social justice principles to address root causes of inequality.
6. Reviewing and promoting policies within county agencies that achieve equity, fairness, and opportunity for all.

Candidate Rubric:

1. Expert on leading or managing racial equity efforts in public relations/community-based organizations/government
2. Executive level leadership/Forward thinking
3. Strong political acumen and praxes in critical race theory/intersectionality
4. Advanced overall assessment, management, and crisis and conflict management skills
5. Strong relationship/trust-building skills
6. Demonstrated capacity to thrive in fast-paced institutions or community partnerships
7. Passionate/Compassionate
8. Demonstrated commitment to diversity, equity and inclusion
9. Culture fit and the ability to effectively challenge the status quo
10. Demonstrated capacity to connect and engage with and in diverse communities of Contra Costa