



# Are you looking for a ground-breaking job with the potential for substantially influencing social change for communities of color in Contra Costa County?

## Here is your opportunity!



Contra Costa County has created **two** ground-breaking director positions that intend to increase racial equity across County Government, County Government, our local community, the state, and the nation.

Over the past three years, Contra Costa County community leaders and County Supervisors have worked together to develop an innovative Office of Racial Equity and Social Justice.

After an extensive community-led listening, research and advocacy process, the Board has approved the creation of two co-director positions:

- **Co-Director, Race Equity & Community Empowerment.** This position offers a competitive monthly salary range of \$12,901 to \$15,688. The purpose of this position will be to focus on assessing, supporting, and coordinating racial equity work in the community.
- **Co-Director, Race Equity & Inter-Agency Engagement.** This position has a monthly salary range of \$12,901 to \$15,688. The position's primary purpose is assessing, supporting, and coordinating racial equity work within county agencies and departments.

# Community Hiring Process

## These two positions are now open.

Consistent with the values of our community engagement process, five community members serve on the Co-Director hiring committee. To make the hiring process fair and transparent, we are:

- Creating a scoring and rating system rooted in the community's need to have strong leadership that will challenge the status quo.
- Reducing barriers for applicants with lived experience.



## Minimum Requirements

To fulfill these goals, the co-director job descriptions contain a substitute for the minimum education requirements, that include four years of additional experience in managing community based, public policy, educational or social justice programs. We also want to reconcile the importance of lived experience with college experience to ensure that we prioritize the importance of community connection and experience in community engagement and empowerment work.



### Important Links and Resources

You can find the full job description for the Co-Director, Race Equity & Community Empowerment [here](#)[not yet active]. You can find the full job description for the Co-Director, Race Equity & Inter-Agency Engagement [here](#)[not yet active].

# Contra Costa County

Contra Costa County has one of the State's most heterogeneous populations - rich in ethnic, cultural and socioeconomic diversity. With a current population in excess of 1.15 million, Contra Costa County is the ninth most populous county in California. The City of Martinez is the County seat and the location of the County administrative offices.

Contra Costa County is in the unceded Me-wok and Karkin territories. It is home to many social justice movement leaders, activists, and organizations. There is a rich history of organizing across multiple movements and generations.



## The Office of Racial Equity and Social Justice

In November 2020, the Contra Costa County Board of Supervisors authorized the development of an Office of Racial Equity and Social Justice (ORESJ) that would be informed by and launched after a community engagement process. The goal of the ORESJ is to enact and sustain principles, policies, practices, and investments that are racially just and equitable across all of its departments and divisions. Notably, Contra Costa County is the first jurisdiction to develop and launch an office of racial equity through a community engagement process, not vice versa.

ORESJ is committed to centering the priorities and lived experiences of residents and families most vulnerable to systems' harms and inequities to eliminate racial disparities and improve outcomes for everyone. ORESJ centers on healing, justice, and equity and engages in a healthy struggle to be accountable, innovative, and creative. ORESJ commits to a healthy struggle that meets people where they are with the expectation to move at a righteous, reparative pace. We remember that joy and celebration feed our freedom and liberation. ORESJ embodies these principles, commitments, and values in their work.

# The Ideal Candidates



**The ideal candidates for these positions will possess the following skills:**

- Cultural competency and Intercultural Communication
- Collaboration
- Program Management and Development
- Research
- Policy analysis and development
- Budgeting
- Writing

**If you are interested in more information about these positions or would like assistance with the county application process, register for our hiring webinar on**

**DATE, YEAR here [not yet active].**

