

Job Title	Justice, Equity, Diversity, and Inclusion Champion
Employer/ Agency	Family Service Center of Galveston County
Job Description	<p>FSC seeks to increase our organizational competencies in our ability to advance Justice, Equity, Diversity, and Inclusion (JEDI) by adding a <i>JEDI Initiative Champion</i> to lead, plan, and manage change through the development of a process to embed social justice, equity, diversity, and inclusion into every aspect of our work, with a goal of advancing justice, diversity, equity, and inclusion within Family Service Center specifically and in improving/enhancing access to quality mental healthcare that addresses the needs of the communities we serve. The ideal individual will have a deep commitment to social justice, equity, diversity, and inclusion, be highly motivated, organized, task-oriented, and have a proven track record of managing organizational culture and climate change.</p> <p>Core responsibilities for this role include:</p> <ul style="list-style-type: none"> • Assessing FSC’s organizational and professional strengths and needs around advancing social justice, equity, diversity, and inclusion. • Achieving established outputs: Developing a JEDI value statement; Creating shared JEDI language with glossary of terms; Setting universal JEDI expectations; and Development and participation in a JEDI leadership and coaching action plan; and Creating a JEDI Academy roadmap that identifies professional development training opportunities and timelines to guide FSC’s JEDI journey. • Coordinating the day-to-day implementation activities of the JEDI Initiative. • Securing external JEDI consultants. • Coordinating all JEDI Academy training, including but not limited to securing speakers; registration and tracking of participants; issuing CEUS; evaluation; and follow-up. • Leading FSC’s National Family Support Network (NFSN) Standards of Quality activities. • Leveraging existing and building new parent and youth advisory committees to elevate parent and youth voice to enhance FSC programming and practices to truly address the needs of our community. • Reviewing and updating FSC policies and procedures to align with JEDI Initiative values. • Collaborating with the Executive Team to recruit and hire a diverse staff that represents the diversity of the community by identifying relationship opportunities with schools, professionals, and community stakeholders to expand outreach efforts and increase partnerships, visibility and success of the

	<p>JEDI Initiative.</p> <ul style="list-style-type: none"> • Ensuring all activities meet program and grant guidelines as well as justice, equity, diversity, and inclusion best practices. • Monitor local, state and national trends and best practices in the social justice, equity, diversity, and inclusion arenas through participation in training, forums and external networking groups. • Maintain accurate and timely records, including completion of quarterly and annual grant reports and NFSN deliverable reports. • Adhere to internal controls and procedures established for FSC. • Respect and support client, community, and FSC Team member rights, including confidentiality. • Conducts outreach activities to inform community of services and build community collaborative relationships.
Qualifications	<p>REQUIRED EDUCATION / EXPERIENCE:</p> <ul style="list-style-type: none"> • <u>3+ years experience advancing social justice, equity, diversity, and inclusion</u> • <u>Licensed Masters Social Worker (Macro focused) or Masters in Public Health preferred</u> • <u>Masters Social Worker (Macro focused), or related Humanities field of study</u> • <u>Bachelor Social Worker with lived experience and requisite skills</u> <p>KNOWLEDGE/SKILLS/ABILITIES: The ideal candidate will be comfortable and thrive in both ambiguity and navigating process-oriented structures and systems; share a generosity of spirit and assume the best in others; the ability to focus on continuous learning, unlearning, and both giving and receiving feedback; understanding systemic impacts of social justice, equity, diversity, and inclusion in organizations; able to engage individuals with lived experience who have experienced challenges such as poverty, racism, and prejudice; demonstrated knowledge and understanding of social justice, equity, diversity, and inclusion principles; a high level of emotional intelligence and well versed in cultural sensitivity and intercultural competencies; have effective written and verbal communication skills; excellent interpersonal skills; and a strong ability to work cooperatively with other professionals, across a broad range of community partners. Knowledge of, and compliance with, the principles of professional ethics is essential. Knowledge of and a strong ability to navigate computers, software applications and mobile communication devices is also required.</p> <p>Additionally, a strong candidate will have knowledge of the social determinants of mental health; systems theory and structural racism; the impact of trauma and adverse experiences on individual functioning; and be skilled at collaborating with other professionals to advance social justice, equity, diversity, and inclusion.</p>
Salary/Hours	Salary to be determined based on experience/40 hours per week, Monday – Friday, some evenings and weekends
Address	2200 Market Street, Suite 600

City, State, Zip	Galveston, Texas 77550
Contact Person	Maryanne Termini
Contact Title	Manager of Finance and Administration
Telephone Number	409-762-8636
Fax Number	409-938-4849
Email Address	centero@fscgal.org
Application Method	Complete FSC Employment Application available at: https://www.fsc-galveston.org/careers
Opening Date	Immediately

To post a job opportunity or if your response to this job posting results in successful employment, please email the GCSW Office of Alumni and Career Services at mswjobs@central.uh.edu with the hiring details of your new job opportunity. Thank you.

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