

Equity Diversity Inclusion Manager- Equity Officer

Salary - \$93,793.02 - \$156,322.82 Annually

Location - FAIRFAX (FH22), VA

Job Type - FT Salary W BN

Job Number - 24-01457

Department - Housing & Community Dev

Opening Date - 06/08/2024

Closing Date - 6/28/2024 11:59 PM Eastern

Pay Grade - S32

Posting Type - Open to General Public

To apply: <https://www.governmentjobs.com/careers/fairfaxcounty/jobs/4530368/equity-diversity-inclusion-manager-equity-officer?keywords=Equity&pagetype=jobOpportunitiesJobs>

Job Announcement

Make a difference – join our team to empower communities and build futures!

The Fairfax County Department of Housing and Community Development works in partnership with the Redevelopment and Housing Authority to serve the people of Fairfax County by creating housing opportunities to promote inclusive and thriving communities. Help make our vision of a community everyone can afford to all home a reality!

The Fairfax County Department of Housing and Community Development (HCD) and the Fairfax County Redevelopment and Housing Authority (FCRHA) seek a dynamic self-starter and bold leader to join our team as HCD and the FCRHA's first ever Equity Officer. This position reports to HCD's Deputy Director of Operations, who serves as the organization's equity leadership sponsor. The position will serve as a member of the senior management team and will partner with the Department Director and Deputy Directors to develop and drive forward key equity strategies for HCD and the FCRHA. HCD seeks a collaborative, courageous and innovative thought leader who is passionate about advancing equity, promoting inclusion, and identifying the important role housing plays in equitable outcomes.

The candidate must have a deep understanding of the history of structural and institutional racism and how those past practices, specifically housing policies and practices, have created disparate outcomes for the communities HCD serves. The candidate will have experience building effective equity plans including in the areas of housing development, housing programs and homelessness. The candidate will also have strong project management, planning, community engagement, negotiation, communication, and analytic skills as well as the ability to build relationships and influence and partner with both internal

and external stakeholders.

The position includes the following responsibilities:

- Leads, implements, and operationalizes the One Fairfax strategic framework for HCD and the FCRHA.
- Serves as department-wide expert in advancing actions to eliminate social and racial disparities in access to safe, stable, and affordable housing options throughout Fairfax County.
- Works with HCD leadership, staff, other county agencies, members of the One Fairfax Core team, the FCRHA Board of Commissioners and the community to foster partnerships and effective policy and procedures to support equity goals and actions.
- Leads intra- and inter-departmental teams and, as needed, provides consultative support to cross-system initiatives.
- Participates in a range of activities and networks regionally and nationally to contribute to and organizationally benefit from the growing field of practice to achieve racial and social equity.
- Defines key performance indicators by developing metrics for equity programs and processes, aligned with the business and organizational objectives and assess progress against goals.

Note: This position requires some evening and weekend work.

Read about Fairfax County Department of Housing and Community Development, click [here](#). And review [here](#) the Fairfax County Redevelopment and Housing Authority Fiscal Year 2023 annual report.

We are committed to the One Fairfax Policy by intentionally considering equity when making policies, delivering programs and services, considering diverse ideas and perspectives, and communicating with transparency in the decision-making processes. Click here to learn more about the [One Fairfax](#) policy.

Working for Fairfax County Government offers a culture of well-being that empowers, educates, and engages employees and promotes a holistic approach to physical, mental, emotional, social, spiritual, and financial wellness. Watch these videos to learn more:

- Click [here](#) to watch a video on Working for Fairfax County Government
- Click [here](#) to watch a video on benefits offered by Fairfax County Government.

Employment Standards

MINIMUM QUALIFICATIONS:

[Any combination of education, experience, and training equivalent to the following:](#)

(Click on the aforementioned link to learn how Fairfax County interprets equivalencies for

"Any combination, experience, and training equivalent to")

Graduation from an accredited four-year college or university with a bachelor's degree in Sociology, psychology, ethnic studies, or related field, plus six years of professional-level experience organizing or working with equity, diversity, or inclusion initiatives.

CERTIFICATES AND LICENSES REQUIRED:

Not applicable.

NECESSARY SPECIAL REQUIREMENTS:

The appointee to this position will be required to complete a criminal background check to the satisfaction of the employer.

PHYSICAL REQUIREMENTS:

Work is generally sedentary in nature; however, incumbent is required to frequently move about to perform office work such as accessing files, attending meetings, making presentations, operating general office equipment, and performing other essential job duties; may be required to move items up to approximately 15 pounds in weight. Ability to read information on a computer monitor; effectively communicate; operate keyboard-driven equipment and computer. All duties performed with or without reasonable accommodations.

SELECTION PROCEDURE:

Panel interview; may include practical exercise.

The population of Fairfax County is very diverse where 38.7% of residents speak a language other than English at home ([Spanish, Asian/Pacific Islander, Indo-European, and others](#)) and we encourage candidates bilingual in English and a foreign language to apply to this opportunity.

Fairfax County Government prohibits discrimination on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, sexual orientation, gender identity, genetics, political affiliation, or military status in the recruitment, selection, and hiring of its workforce.

Reasonable accommodations are available to persons with disabilities during application and/or interview processes per the Americans with Disabilities Act. Contact 703-324-4900 for assistance. TTY 703-222-7314. DHREmployment@fairfaxcounty.gov EEO/AA/TTY.