

Racial Equity and Housing Strategist

Background: Many services, programs, and policies systematically discriminate against people with diverse racial, ethnic, and gender identities. When people of color—especially Black Americans—experience challenges with substance use, mental health, housing, homelessness and trauma, their efforts to seek support are further undermined by racism, discrimination, and stigma. At C4 Innovations, we start with racial equity because racism permeates every institution and system in the US, denying millions the right to a fair and just society in which they can thrive and prosper.

About C4 Innovations (C4): C4 is a values- and mission-driven, woman-owned small business that advances equitable access to recovery, wellness, and housing stability for people who are systematically marginalized. We are committed to reducing disparities and achieving equitable outcomes. Through partnership with organizations, communities, systems, and people with lived experience, we incorporate person-centered, recovery-oriented, and trauma-informed approaches to understand factors that drive inequities and achieve transformative outcomes. We put people first.

About the Position: C4 is seeking both an Associate and Senior Associate level Racial Equity and Housing Strategist to join the Racial Equity Design and Implementation (REDI) team. The REDI team provides vital, skilled support to help communities recognize, document, and dismantle systematic racism. Using a mix of established frameworks and approaches to foster technical and cultural change within agencies and systems, the REDI team works to improve equitable access to affordable housing and supportive services that people need to grow, recover, and thrive.

Responsibilities:

- Participate in team strategy planning to advance racial equity internally and externally.
- Act as a racial equity subject matter expert supporting projects and initiatives focused on housing stability, recovery, criminal justice reform and re-entry, and other relevant topics:
 - To develop and deliver technical assistance, and
 - To provide training in person and via videoconference.
- Develop training agendas, facilitator guides, and co-facilitate in-person and virtual 1 and 2-day Racial Equity trainings.
- Work as a Project Director/Project Lead and act as or work with a Project Manager to manage services/product delivery and budget(s).
- Supervise staff members and provide them support and leadership in delivering high-quality technical assistance and training.
- Participate in business development efforts in concert with the REDI/SPARC team and C4 Business Development team, providing technical and writing assistance on proposals, and/or developing project concepts for proactive business development.
- Publish and/or present work at conferences and in peer reviewed journals as a co-lead/lead author. Provide independently prepared documents for both internal and external meetings.
- Develop and lead C4 and the REDI team internal racial equity learning sessions. Conceptualize and develop tools to assist communities in advancing racial equity principles in homelessness and behavioral health sectors.
- Other duties as assigned.

Requirements:

- Ten years of relevant experience or Graduate degree and six years of experience. Demonstrated knowledge and expertise in racial equity and anti-racism work. Must have facilitated racial equity trainings/workshops.
- Must have experience in working with communities that have been marginalized through long-term systemic racist policies and practices.
- Ability to demonstrate deep understanding of and ability to integrate change management principles into racial equity transformation work preferred.
- Demonstrate excellent organizational skills. Demonstrate experience in administering budgets.
- Ability to conceptualize, analyze and follow-through with multiple, competing priorities.
- Ability to act as a supportive team member.
- Excellent verbal and written communication skills with ability to lead, facilitate and participate in collaborative partnerships.
- Excellent computer skills and familiarity with PowerPoint and/or other presentation software. Proficiency with data sets, knowledge of HMIS is a plus.
- Understanding of movement building and organizing principles is a plus. Understanding of equitable evaluation is a plus.

C4 is committed to creating and maintaining a diverse workforce. We actively encourage applicants from minority racial and ethnic backgrounds, as well as historically marginalized groups; this includes but is not limited to lesbian, gay, bisexual, queer, people who identify as transgender or non-binary, people living with disabilities or serious mental health conditions, and lived experiences of homelessness or recovery from substance use disorder. C4 is an affirmative action-equal opportunity employer.

Location: C4 Innovations' main office is in Needham, Massachusetts. We also have employees living across the U.S. This position can be located anywhere in the U.S.

Salary: C4 is seeking candidates at an Associate and Senior Associate level. Salary is competitive and commensurate with experience. Our comprehensive benefits package includes: paid time off, health, dental, vision, short-term and long-term disability, and 401K.

To apply: Send a cover letter (including position level you are applying for and salary requirements), resume, and response to the two questions below with "Racial Equity and Housing Strategist" in the subject line to Human Resources at apply@c4innovates.com. Deadline to apply is December 20, 2021.

Question 1: Provide an example from an organization, within the last 2- 3 years, where you have either lead or were a significant part of implementing racial equity strategies. Include in your example the field and the outcomes of that implementation.

Question 2: Please list racial equity tools and frameworks you have used and describe your proficiency level in each.

