



EXECUTIVE DIRECTOR



## THE ORGANIZATION

Social Justice Learning Institute (SJLI)'s mission is to improve the education, health and well-being of youth and communities of color by empowering them to enact social change through research, training, and community mobilization. Established over 10 years ago in Inglewood, California, SJLI provides direct services as well as curriculum that advances systemic change. SJLI is known for the development and implementation of holistic educational and social justice models that have propelled the organization to the forefront of community transformation.

With a keen focus on equity, SJLI values the ideas, voices, and leadership of all community members, and believes that everyone must be afforded equal opportunity to achieve equitable treatment.

### The goals of SJLI are:

- Educate and empower youth and community members to identify and rectify injustice.
- Build capacity for individuals and communities to advocate for their needs.
- Address the achievement gap by advocating for policies and programs that foster student success and higher graduation rates through SJLI's highly regarded Urban Scholars program.
- Deliver effective programs, resources and support that help advance SJLI's mission.
- Develop and empower leaders.

## SJLI'S IMPACT

Beginning with a core focus on South Los Angeles, the organization has expanded beyond Los Angeles with its satellite Urban Scholars program in Houston. The vision is to strategically expand opportunities that allow greater impact on a regional and national level.

### Programs/Services

**Empower through education by using education as a tool to empower communities of color to unlock their ability to change their lives and the world around them:**

- Serving students through SJLI's Urban Scholars program.
- Facilitating Healthy Lifestyle Classes.
- Working with colleges to support SJLI students/ alumni.
- Creating dialogue between policy makers and residents through various town halls.

**Change Systems by building capacity for community members to identify and rectify injustice and to advocate for policies that address their needs:**

- Promoting multi-million-dollar bond campaigns to improve local school districts including leading a \$90 million dollar bond measure.
- Increasing restorative justice funding in LAUSD.

- Ending the school-to-prison pipeline.

- Advocating for policies related to criminal justice reform, healthy communities and economic rights.

**Create thriving communities by working to transform neighborhood conditions by improving the built environment and expanding access to resources that enable residents to be healthy and thrive through:**

- Healthy Eating & Active Living Education.
- 100 Seeds of Change.
- Food For Thought Produce Pickup.

## EXECUTIVE DIRECTOR

Reporting to the Board of Directors, the Executive Director is responsible for ensuring that the organization has a long-range strategy, which achieves its mission while making consistent and timely progress. The Executive Director directs the total operations of the organization including, but not limited to:

- Advancing the mission of SJLI.
- Setting and maintaining the organization's overall strategic plan and financial sustainability.
- Identifying and developing public policy.



- Empowering staff to lead initiatives and programs while fostering a team environment.
- Supporting staff growth through professional development opportunities.
- Fund Development
- Overseeing targeted programmatic activities. Organizational growth and development.
- Progressive community engagement.

The Executive Director works with the Board of Directors and key stakeholders in developing the organization's resources; marketing and promoting the organization to the communities SJLI serves; cultivating and sustaining strong collaborative relationships with community stakeholders, volunteers, funders, government agencies and elected officials.

With a FY 2021 operating budget of \$3.5 million, the Executive Director oversees an executive management team and provides overall leadership to a workforce of over 35 employees.

## TOP PRIORITIES OF THE POSITION

- Conduct a comprehensive organizational assessment of programs, staff, resources, and community engagement.
- Update and implement the strategic plan that explores capacity building, and infrastructure development, and growth and expansion opportunities.
- Oversee the organization's growth geographically and programmatically.
- Support and enhance the commitment to internal and external leadership training and staff development.
- Enhance the financial stability of the organization and increase unrestricted funding while strengthening SJLI's balance sheet.
- Maintain and expand relationships with funders, stakeholders, and other organizations, while enhancing SJLI's overall visibility and brand.
- Encourage and facilitate the application of technology to optimize the use of the organization's resources.

## Specific responsibilities include:

### Championing a Transformative View of Social Justice & Equity

- Lead efforts to advance holistic interventions, grounded in the principles of restorative justice, (divert, restore, connect, return, change) that will

have the biggest impact on youth and communities of color.

- Share the story of why helping our youth and communities is essential to SJLI's mission, and support the board, staff, and partners in their ongoing learning and ability to practice social justice.

### Staff and Board Team Building

- Provide organizational leadership and management support to a team of talented staff members and engaged board members to ensure high-functioning and effective teams.
- Assess organizational effectiveness, using data, with an emphasis on professional development, talent mapping, and succession planning.
- Implement non-monetary recognition programs for staff and volunteers.
- Nurture strong and mutually respectful working relationships across SJLI's community – among board, staff, and partners – in keeping with SJLI's mission and values.

### Program Development and Evaluation

- Assure all programs are measured for success, properly aligned, and consistent with SJLI's mission, goals, and strategic planning objectives.
- Continue using best in class program evaluation tools and metrics that are grounded in lived experience tools that support program participants growth and development.
- Lead the development and life cycle of new initiatives, assess and enhance current ones, while maintaining alignment and consistency.

### Community Relationships & Fundraising

- Strengthen SJLI's revenue model, including strategy for diversifying revenue streams between government sources, earned income, and foundation grants to best support programmatic goals; implement adjustments as needed.
- Together with the Executive Team and the Board, lead individual and major gift fundraising efforts, including direct solicitations from current and prospective donors.
- Promote the value and unique contributions SJLI brings to social justice impacted communities, and effectively tell the story of SJLI's mission and systems changing advocacy initiatives, in one-on-one, small group, and large group settings.

- Provide support to increase board participation in recruiting, fundraising, and corporate sponsorship development to engage more individuals and organizations in SJLI's work.

### Stakeholder Engagement

- Foster authentic relationships built on the shared understanding that the current system is not working and that there are viable solutions for transforming communities of color.
- Promote SJLI's benefits to the philanthropic community and serve as key thought leader in the restorative justice and system change movement.
- Represent SJLI's mission and work within the communities served by SJLI and beyond.

## THE EXECUTIVE DIRECTOR

The ideal candidate will be a visionary servant-leader with a demonstrated track record of building organizational capacity and growing a successful enterprise for greater impact on scalable initiatives that advance the organization geographically and programmatically.

SJLI seeks a skilled builder who possesses the vision and passion required to enhance their work through partnerships, expansion or other methods that extend the reach and impact to serve marginalized communities of color. The new Executive Director must be versed in leading place-based change with an unyielding passion for uplifting communities of color, oppressed people, and have a genuine commitment to social justice and policy changes that affect communities of color nationally.

The selected executive must be data driven and outcome focused and have the innate ability to inspire people at all levels internally and externally while serving as a powerful advocate and storyteller for SJLI.

### Desired Qualifications and Experience:

- A bachelor's degree from an accredited college or university required, an advanced degree desirable.
- Minimum of 7-10 years of experience as a senior executive in a community-based, or public-sector organization providing direct services and advocacy for youth and communities of color.
- Transformational leader grounded in principles of Justice, Equity, Diversity, and Inclusion (JEDI).
- Solid financial and management skills at the executive level and the ability to develop first class teams.
- Strong relationship and fund development skills with a record of securing program and operational funds from

various sources including governments, foundations, corporations, and individual donors.

- Policy advocacy and movement building experience; a natural community organizer.
- Excellent written and verbal communication skills, and ability to present to diverse audiences and communities.
- Great listening skills; inclusive and engaging; caring and empathetic.
- Experience working directly with staff and stakeholders from diverse racial, ethnic, and socioeconomic backgrounds. Strong coach and mentor
- Down to earth demeanor, transparent, sense of humor
- Ability to facilitate cross sector community collaboratives.
- Courage to discern and champion emerging social justice opportunities that further the mission, promote social justice, and enhance effectiveness and visibility in the community.
- Decisive, energetic, focused, and persuasive.

## COMPENSATION AND APPLICATION PROCESS

Social Justice Learning Institute offers a competitive salary and employment benefits package appropriate to the qualifications and experience required for the position.

The Executive Director recruitment is a national search that will remain open until filled. First consideration will be given to applications received by **May 21, 2021**. To apply for this outstanding opportunity, please electronically submit your resume and a cover letter of interest to The Hawkins Company: [sjli.ed@thehawkinscompany.com](mailto:sjli.ed@thehawkinscompany.com). The letter of interest should outline why you are interested in joining SJLI, your relevant accomplishments as well as share two examples of why you would be a strong candidate and the key attributes you would bring to this position.



### THE HAWKINS COMPANY

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