

CITY OF TUCSON, ARIZONA

WE ARE ONE | SOMOS UNO
A SMART AND EQUITABLE CITY



THE CITY OF TUCSON, AZ SEEKS A CHIEF EQUITY OFFICER

Arizona's second largest city, the City of Tucson is a warm and vibrant community nestled into the Sonoran Desert. Our unique culture and heritage is seen through over 66 community murals, our UNESCO World City of Gastronomy designation, and the fulfilling lifestyles of our citizens. Tucson is an example of how a place can be constantly transforming without losing sight of its roots.

The City of Tucson is a small-big city with just under 600,000 community members. Our unique home is surrounded by beautiful open skies and five minor mountain ranges: Santa Catalina, Tortolita, Santa Rita, Rincon, and the Tucson Mountains. Tucson's amazing range of natural beauty is the backdrop to a place that is rich in healthy lifestyle options, including hiking, biking, and stargazing in our dark-sky city.

The International Festivals & Events Association (IFEA) recognized Tucson as a World Festival & Event City. Tucson's calendar is packed with year-round events that reflect the city's vibrant culture, heritage, and values. From Dia de los Muertos to El Tour de Tucson, there is something for everyone year-round. Many longstanding cultural and recreational events have been celebrated in the Tucson community for decades.

Community events related to music, food, culture, science, and athletics connect talent at the University of Arizona to the entire Tucson community. Tucsonans enjoy Wildcat basketball, the Tucson Festival of Books, and stargazing at the UA planetarium, among so many other annual and one-time attractions.



Tucson is a hub for education and innovation. The city is home to the University of Arizona, our Hispanic-serving land-grant university, as well as Pima Community College. The Tucson region is quickly becoming one of the nation's most innovative business centers. Tucson leads the nation in a number of industries, including aerospace and defense, optics, and renewable energy technologies.

DEMOGRAPHICS

ALL TUCSON COMMUNITY VS. CITY
GOVERNMENT (WORKFORCE)

Ethnicity	Tucson's Community	City Government (Workforce)
Black/African American	6.86%	2%
Native American/Alaskan Native	3.58%	1.3%
Asian American	4.5%	1.6%
Native Hawaiian/ Pacific Islander	.3%	.3%
Latinx/Hispanic	43%	42%
Two or more ethnicities	5.1%	1.5%
White/Euro-American alone	41.72%	50.4%

CITY GOVERNANCE STRUCTURE

The City of Tucson is a progressive, dynamic, full-service municipal organization operating under the Council and City Manager form of government. The city has 21 departments, including the City Manager's Office, which manages many programs; 4,439 budgeted FTE employees; and an adopted 2021-2022 budget of \$1.86 billion.

Tucson's Mayor is elected by the voters at-large. Six council members are elected from single-member districts in the primaries, and from the city at-large in the general election. Terms of the Mayor and Council Members are four years, with the terms staggered so that a general election is held every two years with half of the Council being elected at each election. The City Council is responsible for the appointment of the City Manager, who is the Chief Administrative and Executive Officer of the city.

The Mayor, Council and City Manager of Tucson are committed to their mission to deliver exceptional service to all members of the Tucson community.

The organization's vision is to be the destination for sustainable living, growth and opportunities, and the City Manager's role is to make it the best managed city in the country.

Our Priorities

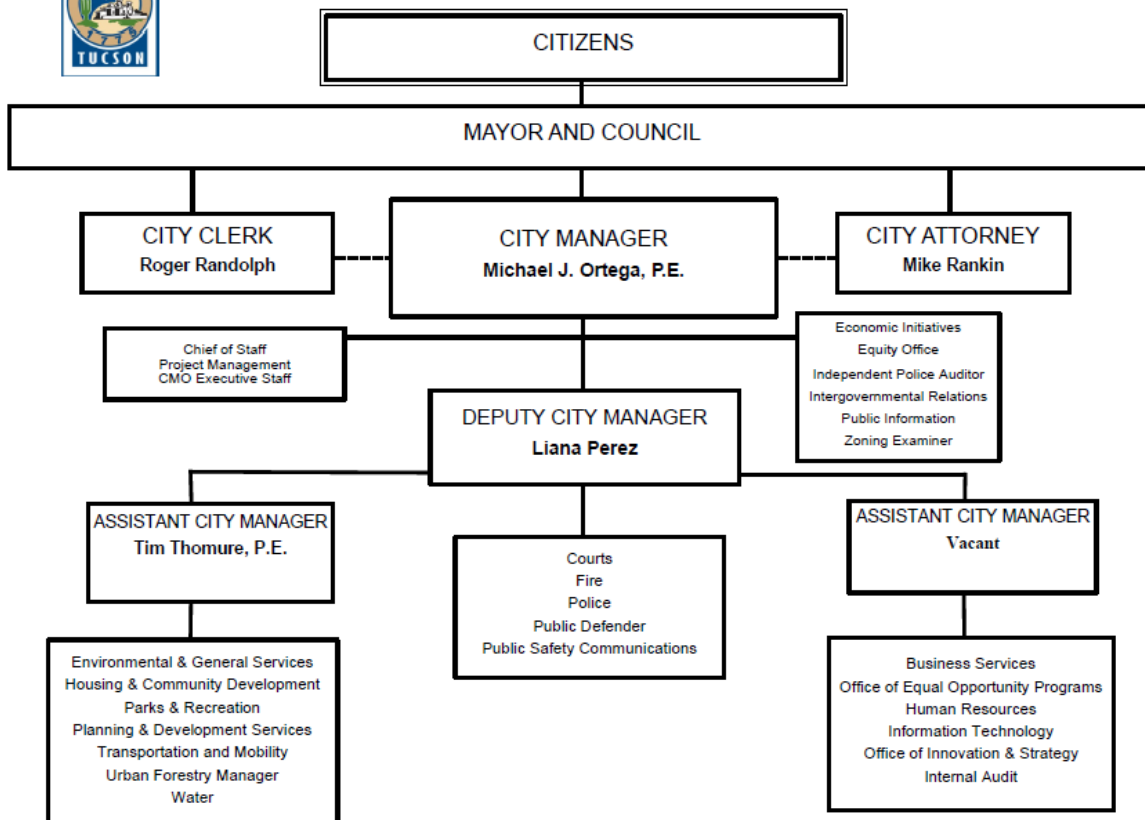
- Excellent customer service
- Stable financial environment
- Employee focused organization
- Smart city focus

Our Values

- Collaboration
- Integrity
- Excellence
- Respect



CITY OF TUCSON ORGANIZATIONAL CHART



For more information, visit: <https://www.tucsonaz.gov/>.

LEADERSHIP OPPORTUNITY

The City of Tucson is conducting a national search to fill the newly created position of Chief Equity Officer. This strategic and resourceful leader will operationalize a newly approved city office charged with creating a comprehensive equity framework to be adopted by all city department entities. This role influences all areas and functions, including city policies, procedures, practices; stated and unstated; and legislation. This unprecedented effort is symbolic of Tucson's continued commitment to be a best-in-class city in supporting all residents. The Chief Equity Officer will join an executive leadership team committed to providing excellent services to the entire Tucson community.

EQUITY OFFICE

In September 2020, Mayor and Council directed the City Manager's Office to evaluate the impact that existing city policies and practices have on equity, evaluate the best practices in other cities and develop recommendations on how to address current race and socioeconomic-based inequities throughout the city.

Council approved funding in the FY2020-21 budget to hire a Chief Equity Officer to start in 2021. The recently approved Office of Equity is a deliberate step toward advancing equity in all aspects of city operations. Tucson city government can serve a unique role toward ensuring that all people have access to the opportunities necessary to satisfy their essential needs, advance their well-being, and achieve their full potential.

CHIEF EQUITY OFFICER

The Chief Equity Officer is an at-will executive-level program director position with day-to-day reporting to the City Manager and annual reporting to Tucson's Mayor and Council. The Chief Equity Officer is responsible for working with

city leadership and the community to create an equity framework to be adopted by all departments and offices of Tucson city government.

The Chief Equity Officer's Duties:

Political Leadership

- As a Program Director, develops and implements the City of Tucson's diversity and inclusion mission, vision, and goals.
- Develops citywide performance indicators and progress benchmarks to ensure accountability towards equitable delivery of city services.
- Supports local, State, and Federal initiatives, in alignment with City of Tucson and equity goals, which advance social justice and eliminating racism. Maintains knowledge of relevant legislation.

Organizational & Staff Development

- Manages the strategic development and implementation of equity programs, policies, and measurements to achieve racial equity at an interpersonal level, organizational level, and community engagement level.
- Provides staff leadership, oversight, guidance, and daily management of the equity unit; develops and implements goals, objectives, policies, and priorities for assigned programs; manages budgets and forecasts resource needs.
- Collects, analyzes, and presents data measuring the city's progress on operationalizing equity.
- Conducts regular national best practices, research, and comparative analyses to ensure the city's continued progress as a municipal leader in diversity, equity, and inclusion.
- Actively staffs and participates on assigned board committees, such as, but not limited to, the Diversity and Inclusion Ad Hoc Committee, Homeless Ad Hoc Committee, and related boards and committees; makes presentations, manages board/committee recommendations, and provides updates to the board of directors and management.

Community Engagement

- Collaborates with city leadership and community stakeholders to establish equity as a shared value and operating principle across the organization.
- Builds coalitions with community and diversity groups, partners and builds alliances with local organizations known for advancing social justice and anti-racism strategies, and builds and participates in coalitions with other local government agencies.

IDEAL CANDIDATE

The ideal candidate for the Chief Equity Officer position will be a courageous, innovative, visionary leader with outstanding people and management skills. The ideal candidate will have direct and effective experience in organizational transformation with a specific emphasis in crafting and developing equity initiatives and facilitating collaborative and inclusive working environments.

The successful candidate will have a demonstrated 'track record' working closely with key community stakeholders, be community-engagement oriented, politically astute yet apolitical within a highly political environment. The successful candidate will possess excellent communication skills and be quick to understand how the city functions and the Office of Equity's role within the city. This individual will be engaging and charismatic but also a data-oriented and outcome-driven problem solver with an explicit commitment to advancing equity and social justice solutions.

The ideal candidate will have:

- A passion for advancing equity and social justice solutions;
- A demonstrated commitment to community building and engagement;
- An understanding of systemic and institutional racial bias;
- Experience working with or in a public or governmental organization serving large complex urban environments;
- Experience and a working understanding of the effective methods of organizational and institutional change;
- Experience operationalizing an organization or department;
- Adeptness at implementing and achieving solutions that are driven by data and leads of measurable outcomes;
- Experience with public policy development and implementation;
- Sensitive to the interests of a wide-range of stakeholder groups, strategic partners, elected officials, and administrative colleagues;
- Organizational and fiscal management skills noted for transparency and clarity;

- A leadership style that is decisive yet flexible and authentic;
- A set of values characterized by humility, innovation, compassion, collaboration, service excellence, and responsive leadership; and,
- High emotional intelligence, personal and professional integrity

EDUCATION & EXPERIENCE

Education

A bachelor's degree from an accredited college or university in public administration, political science, sociology, education, ethnic studies, communications, or a closely related field.

A master's degree or other advanced degree in a related field is highly desirable.

Experience

At least five (5) years of demonstrated success in the administration of community, government, educational or social justice programs; performing racial equity, diversity, and inclusion program and/or policy planning and evaluation. At least three (3) of which were in a managerial, supervisory or program administration capacity. "Supervisory" is defined as having supervised at least one (1) full-time FTE. *Experience working in a public agency is strongly preferred.*

COMPENSATION & BENEFITS

The **full** salary range for this position is \$100,564 - \$188,557 per year. The **hiring** salary range for this position is \$100,564 - \$125,704 per year depending on experience and qualifications.

The City of Tucson also offers an attractive benefits package. Benefits information is available at <https://www.tucsonaz.gov/hr/employee-benefit-snapshot>.



APPLICATION PROCESS

To be considered, please submit your resume and cover letter of interest outlining the background and experience that makes you the ideal candidate electronically to

tucson.ceo@thehawkinscompany.com by **November 12, 2021**.

Resumes received by **November 12, 2021** will receive first consideration. Materials should reflect size and scope of management experience including staffs managed, budgets administered, programs implemented, and significant diversity, equity and inclusion accomplishments.

For additional information or questions, please contact Ms. Tisa Jones at (213) 309-7984, tisa@thehawkinscompany.com or Ms. Yonnine Hawkins Garr at (323) 252-1655, yonnine@thehawkinscompany.com.

The City of Tucson is an equal opportunity employer, values workforce diversity and seeks to create an environment and culture that embraces employee differences. All qualified applicants are considered in accordance with applicable laws prohibiting discrimination on the base of race, creed, religion, color, gender, gender identity, age, national origin, sexual orientation, physical or mental disability, marital status or veteran status or any other legally protected status.