



Job Title: Director, Community Impact – Diversity, Equity and Inclusion
Supervisor: Senior Vice President, Community Impact and Analytics
FLSA Status: Full-time; Exempt
Location: Omaha, NE

As an organization that has been around for 98 years, United Way of the Midlands (UWM) has maintained a long-standing commitment to addressing social injustice by serving the underserved and partnering with other organizations that are striving to create a more equitable community. We are diligently working to learn more about the experiences of different communities and to strive for inclusivity and equity so individuals and families can lead the best lives possible.

The Director, Community Impact – Diversity, Equity and Inclusion (DEI) is responsible for leading UWM's efforts in the development and implementation of a DEI Fund to drive community impact. The Director acts as UWM's ambassador in developing, maintaining, and promoting positive long-term relationships with nonprofit agencies, volunteers, supporters, donors, related community organizations and the public at large. This individual will define the DEI priority areas for UWM community investments, engage with other stakeholders supporting DEI work in our community, and manage the DEI grant making process to fund programs and organizations that align with UWM DEI priorities.

Additionally, the director leverages UWM partnerships across the nonprofit business sectors to support individuals and organizations seeking to elevate their DEI efforts. In doing so, the director is responsible for securing funds to support initiatives, in consultation with UWM's donor engagement and grant writer. In addition to external engagement, this person serves as the in-house expert for UWM's internal DEI efforts in cooperation with human resources.

Duties and Responsibilities:

- Develop strategic direction for UWM's DEI Fund, ensuring integration with other community impact strategies. Communicate UWM's impact agenda and values as they relate to outcomes.
- With SVP and other stakeholders, develop DEI agenda and implementation of action plan to achieve grant making goals.
- Provide education aligned with UWM's agenda regarding DEI and related topics through events, white papers, research and other print materials in collaboration with Community Impact and Analytics and Marketing and Communications departments.
- Serve as trusted, collaborative resource to nonprofits and businesses interested in advancing DEI through service delivery, hiring practices, and more.
- Establish and implement a grant making process by which UWM invests in organizations to advance equity in our community.
- Collaborate with funded partners and experts in the field to develop resources for organizations seeking supports and training. Provide direct training when necessary.
- Work in collaboration with Human Resources to develop, implement and monitor programs that promote DEI within the organization including training and initiatives to create and foster a culturally aware and inclusive environment.
- Collaborate with HR and leaders on sourcing, hiring and retaining diverse candidates by connecting with professional organizations and leveraging social media and community connections. Develop programs to attract, retain, and promote a diverse workforce which reflects the diversity of our community.
- Build pro-active relationships within the organization and within the community with cross-functional subject matter experts to ensure alignment and focus on diversity and inclusion in all practices.
- Partner with senior leadership team to integrate DEI into core decisions through the organization.

- Helps to highlight UWM's commitment to equity through relationships, marketing materials, reporting, and presence in community groups or collaborations.
- Educates internal and external stakeholders regularly to encourage thoughtful dialogue and promote positive environments.
- Research and implements best practices around priority issues.
- Other duties as assigned.

Required Skills and Abilities:

- Must be able to work in a fast-paced, high-profile environment.
- Must demonstrate UWM's Core Values in all internal and external interactions.
- Must have the ability to communicate effectively both verbally and in writing; to establish positive public relations; and to interact effectively with people of diverse backgrounds.
- Must have experience working directly with people and/or programs that serve diverse racial, ethnic, and socioeconomic backgrounds.
- Must possess skills that foster and enhance collaboration across sectors.
- Must be able to navigate sensitive social, economic and political circumstances with professionalism and tact.
- Must have strong internal motivation to establish new processes and procedures, acting with patience where necessary to achieve long-term change.
- Must be a quick study to have an in-depth understanding of UWM's priorities and alignment with policy and DEI efforts.
- Must be proficient with Microsoft Office Suite of software, including Excel, Word and PowerPoint.
- Must have excellent written and oral communication skills.
- It is essential to have the ability to work well under pressure and meet deadlines.
- Must have the ability to lead projects to completion and be a supportive teammate when necessary.
- Must have the willingness to independently initiate action items, exercise thoughtful independent judgment, and to plan and prioritize a diverse workload.
- Knowledge of program design and evaluation is a plus.
- Knowledge and familiarity with private and corporate foundations in the Omaha community.
- Knowledge and understanding of securing and reporting on government grants.

Supervisory Responsibilities:

- This job has no supervisory responsibilities.

Education and Experience:

- Bachelor's degree from an accredited college or university in a related field preferred.
- Three to five years related experience.

Physical Requirements:

- Prolonged periods of sitting at a desk and working on a computer.
- Regularly reach with hands and arms and talk or hear.
- Occasionally required to walk; climb or balance and stoop, kneel, crouch, or crawl.
- Must occasionally lift and/or move up to 10 pounds.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- The noise level in the work environment is usually moderate.

Benefits:

- Shared health, dental and vision insurance
- Generous 401(k) Retirement plan
- Paid vacation and sick time
- Employer paid life and disability insurance
- Professional development assistance
- Tuition reimbursement
- Onsite cafeteria and gym
- Wellness Program

How to Apply:

Please submit your cover letter and resume to resume@UWMidlands.org

United Way of the Midlands is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status or any other characteristic protected by law.