

An Equal Opportunity Employer Committed to a Diverse Workforce

Department: Community Impact Team
Reports to: Chief Community Impact Officer
Classification: Exempt Professional
Closing Date: Open until filled

Overview:

The United Way Bay Area (UWBA) is leading a network of corporations, government agencies, nonprofits, and individuals to create lasting change for Bay Area residents and families. With a history that spans over 90 years and programs that tackle the issue of local poverty from every angle, UWBA is uniquely positioned to mobilize and motivate all sectors of the community toward the vision of ending the cycle of poverty.

As UWBA responds to cultural shifts in the workplace, fundraising, and digital communications, it is guided by core values of innovation and results-driven creativity. Through a variety of existing and emerging initiatives, UWBA seeks to both strengthen and reimagine its work at all levels in order to provide more and better opportunities for struggling Bay Area residents.

UWBA is committed to building and maintaining a diverse staff and an inclusive workplace that values equity. We particularly welcome applications from immigrants, BIPOC, LGBTQ+ applicants, and people with lived experience in poverty. To foster an open and impartial application review process that minimizes the potential for bias, please remove any reference to academic institutions from which you obtained a degree, if applicable, for example, simply list "Bachelor of Arts in Sociology". Not having a degree will not preclude you from being considered; applicable work experience is equally considered.

For more information about UWBA, please visit <http://uwba.org>.

The Opportunity:

The Director, Housing Justice Initiative will ensure the successful execution of the work included in the UWBA Housing Justice Initiative launching in Spring 2021. This includes three key focus areas:

1. Deeper Housing Impact across UWBA Programs
 - a. SparkPoint – increase housing stability services, referrals, and continued rent relief
 - b. 211 – housing information and referral services, data to address gaps and inform policy
 - c. Continue Emergency Food & Shelter Program and the Emergency Assistance Network
 - d. Invest in innovative solutions to create new stable housing and increase housing equity
 - e. Support, create, or expand programs and policies designed to address the racial wealth gap
2. Stronger Housing Policy Advocacy
 - a. Support policy efforts to protect, preserve, and produce affordable housing by establishing new partnerships, joining existing coalitions, and mobilizing residents
 - b. Increase public funding for housing

- c. Reform exclusionary land use policies in order to open access to opportunity for communities of color in job- and transit-rich areas
- d. Center experience of low-income renters who are at risk of displacement
3. Community Movement-Building Campaign (2022 Launch)
 - a. Support newly energized movement for bold new regional housing justice solutions
 - b. Activate trusted relationships and partnerships, amplify community voices, provide inspiring resources, transform public understanding, and engage our community
 - c. Build on existing work on pro-housing narrative frames and messaging

What you'll do:

- Create and oversee implementation of an annual strategic workplan for the Housing Justice initiative
- Oversee the implementation of a public will campaign using internal and external resources to support an equitable housing agenda. The campaign will educate and activate employees, donors, volunteers, and community members, providing advocacy resources and support for those it inspires to fight for more equitable access to and more resources for affordable housing.
- Work alongside the Community Impact program leaders at UWBA to integrate housing initiative strategies such as rental assistance, information and referral, system navigation, tax credit access, and career services.
- Develop strategic partnerships with housing-focused organizations and coalitions across the Bay Area to align our efforts and support a united and regional response to the housing crisis.
- Convene and facilitate meetings amongst external partners on the need for housing solutions and collaborative action.
- Work collaboratively with the Public Policy team to support various advocacy efforts such as communications, trainings, community coalition participation, and the advancement of local and state legislative solutions/measures.
- Lead research efforts to understand Bay Area community needs and the lived experience of our neighbors struggling with housing as well as opportunities to increase assets and reduce the racial wealth gap through foreclosure prevention, home ownership assistance, and alternative housing ownership structures.
- Design and implement a grantmaking strategy for community partners to support policy advocacy and programmatic efforts.
- Identify and support a small number of housing innovations that demonstrate new ways to create housing and that connect jobs and income to housing success.
- Lead or support other community impact related or organizational projects as needed

Who you are:

- Seven or more years of related professional work experience in the affordable housing policy or program arena, preferably in San Francisco Bay Area).
- Understanding of the affordable housing crisis, the historical and current effects of racism and white supremacy, the players, and the potential strategies to meet the crisis.
- Commitment to deepening expertise around racial equity, diversity, inclusion, and self-awareness.
- Ability to listen to a variety of stakeholders, develop compelling messaging to address their concerns, and using data and stories to help people understand issues and take action.
- Experience with community building and working in collaborative partnerships with other organizations, agencies, institutions, and entities.
- Ability to be both a team leader and participate in teams, and experience in using informal

influence and developing real partnerships across departments to complete projects.

- Strong organizational skills and ability to multi-task
- Demonstrated ability to support/lead collaborative projects - both with internal staff and community-based coalitions.
- Ability to work effectively under pressure to meet deadlines.
- Ability to fulfill responsibilities with minimal supervision
- Excellent proficiency in operating computers and various Windows-based software applications (MS Word, Microsoft Office Suite, Excel, PowerPoint)
- Excellent written and verbal communication skills

Salary: \$90,000 - \$100,000

TO APPLY:

Login at www.uwba.org/careers and submit your resume along with cover letter

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to sit; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear.

UWBA does not discriminate on the basis of race, color, gender (including actual or perceived gender, and gender identity), sexual orientation, age, marital status, medical condition, religious affiliation, veteran status, national origin, citizenship status, mental or physical disability, or any other characteristic protected by applicable state, federal or local law. Applicants must be able to work legally in the United States. UWBA will consider qualified applicants with criminal histories in the manner consistent with the requirements of the San Francisco Fair Chance Ordinance. If you need a reasonable accommodation in order to apply for a job, please let us know. If the reason you need an accommodation is not obvious, we may ask for documentation confirming your functional limitations.