



United Way
of Central Iowa

POSITION PROFILE

Chief Equity and Talent Officer

United Way of Central Iowa

Des Moines, IA



ABOUT UNITED WAY OF CENTRAL IOWA

For more than a century, United Way of Central Iowa (UWCI) has played a unique role in bringing together people and organizations from every corner of central Iowa to create and implement initiatives that address the community's most pressing needs.

UWCI has purposely leaned into its expertise and has sought out the expertise of others in the community to ensure lasting impact. Growth and adaptation plus tried and true strategies are helping the organization to dig deep and foster an equitable, engaged and empowered community.

UWCI has grown beyond being an organization that provides funds to other nonprofits—it has evolved into a “Collective Impact” organization.

Today, UWCI has 73 employees and is dedicated to authentically engaging nonprofits, businesses, elected officials, community leaders and those with lived experiences to collaborate and implement long-lasting solutions.

Whether its donating over 30,000 books to children and students through its annual “Stuff the Bus” book drive or bringing community leaders together to tackle the rise in youth violence across central Iowa, UWCI remains committed to building upon its work to eliminate barriers and challenges for all central Iowans. The organization invested more than \$22 million into the community during the fiscal year ending on June 30, 2022.

In December 2022, United Way of Central Iowa was recognized by The Business Record as one of the Top 25 Most Influential Nonprofits in the Greater Des Moines region. UWCI continues to invite and engage new individuals in meaningful impact, working to fulfill the organization's commitment to new and existing areas that promote equity.

Learn more:
unitedwaydm.org



Mission

Improve Lives by Uniting the Caring Power of Community.



Vison

United Way envisions a community where all individuals and families have the opportunity to thrive through the five elements of a thriving community:

- Essential Needs
- Early Childhood Success
- Education Success
- Economic Opportunity
- Health & Well-Being



Core Values

Community Engagement

Integrity

Compassion

Responsiveness

Striving for Excellence

Evolution of United to Thrive

Since announcing its new strategic focus in January 2021, UWCI has been exclusively driven by a shared vision of building all of its work and engagement with equity at the center.

UNITED to THRIVE is centered upon uniting central Iowans and fostering a thriving community—one that is equitable, engaged and empowered to create positive change.

Through initiatives that extend UNITED to THRIVE's reach into specific communities, United Way is showing up - to **collaborate, dialogue and build trust**. UNITED to THRIVE serves as a framework for targeted impact and a call to action to donors, volunteers, and advocates to unite to create a thriving community for everyone. United Way of Central Iowa understands that one cannot establish distinct areas of focus in isolation from each other—areas blend, as they do in real life.

UNITED to THRIVE'S model intentionally brings together an investment perspective, a policy and advocacy perspective, and a system change perspective of complex work with multiple strategies and measures that enable a holistic viewpoint. UWCI's funded programs—aligned with UNITED to THRIVE's strategies—are part of a comprehensive approach to strive toward collective impact for everyone in the community.

Five Elements of a Thriving Community and Their Key Indicators for Success



Essential Needs

Central Iowans live in stable, healthy places with essential supports they need to thrive.



Early Childhood Success

Central Iowa children start out healthy and ready to learn.



Education Success

Central Iowa youth are academically successful and have a plan for their future.



Economic Opportunity

Central Iowans have sufficient income and opportunities to build wealth.



Health & Well-Being

Central Iowans have physical and mental well-being.



UWCI'S Diversity, Equity and Inclusion Statement

United Way of Central Iowa strives to be a model of diversity, equity, and inclusion in all aspects of our work. We seek to represent and advocate for the many people who proudly make up our community and we value and promote inclusiveness in all aspects of our work. The organization employs and promotes individuals, recruits volunteers, and partners with programs that inclusively support the diversity of our local community.

In all levels of staff and governance, United Way of Central Iowa is dedicated to greater diversity within the organization and to providing equal opportunity to people, without regard to race, religion, skin color, gender, national origin, ethnicity, sexual orientation, gender identity, physical or mental abilities, genetic information, pregnancy, disability, age, family or marital status, veteran status and socio-economic status or other characteristics protected by applicable law.

We believe that each United Way of Central Iowa community member, donor, volunteer, advocate, and employee must have equal access to addressing community issues. We recognize that we have the role, responsibility, and opportunity to partner across organizations throughout the community to close equity gaps.



ABOUT DES MOINES

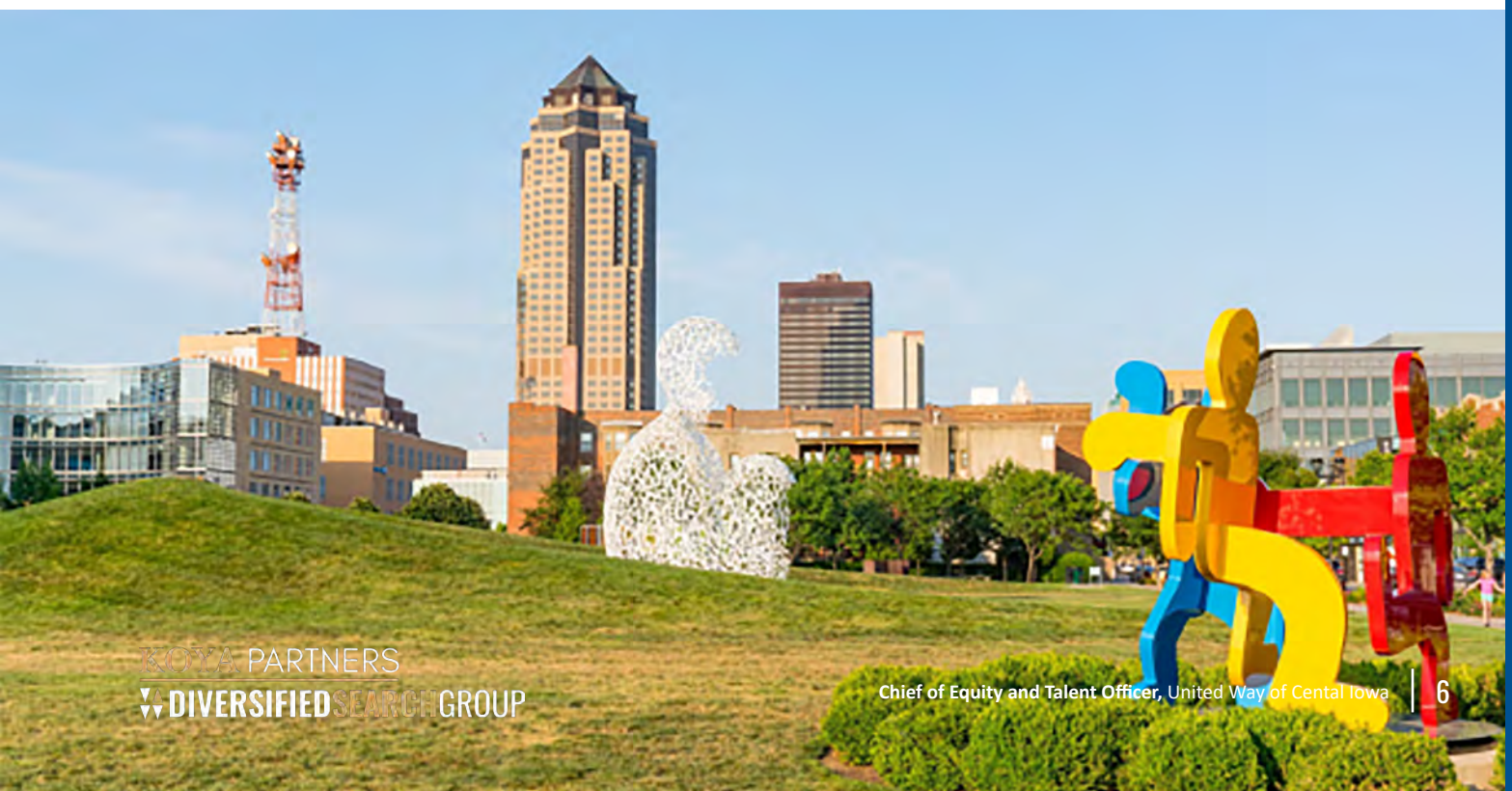
The City of Des Moines is Iowa's capital city. United Way of Central Iowa focuses on three counties in Iowa: Polk, Dallas and Warren.

The city of Des Moines has much to offer. With more than 215,000 residents and 52 neighborhoods, it stands to be one of the most attractive and fastest growing cities in the Midwest.

Greater Des Moines has 700,000 residents and is described as vibrant, welcoming and affordable. Beyond its great schools and colleges, outdoor activities, restaurants and parks, Des Moines has consistently been ranked as a top 10 city for low cost of doing business, low cost of living and for an exceptional quality of life.

Greater Des Moines has been recognized as an outstanding place to call home and advance your career.

- #7 Most Affordable Housing Market — GoodHire, 2022
- #6 Metro for Number of Economic Development Projects — Site Selection Magazine, 2022
- Top 10 City to Live in after the pandemic — Today, 2021
- #7 Best Midwestern City for Women in Stem — CommercialCafe, 2021
- #4 Best Place to Raise Kids — SmartAsset, 2021
- #1 Best Place to Live in the Midwest for High Salaries and Low Cost of Living — The Ascent, 2021
- #2 Safest Place to Live — U.S. News & World Report, 2021
- #1 Metro for Millennials to Buy Homes by Grow Magazine, 2019



THE OPPORTUNITY

The Chief Equity and Talent Officer (CETO) will advance the vision of United Way of Central Iowa to “Engage Community to Empower All” by leading, aligning and facilitating the organization’s diversity, equity and inclusion and talent strategies across all areas of the organization.

The Chief Equity and Talent Officer will be a member of the senior leadership team, reporting to Mary Sellers, President. They will work in close collaboration with the President and Chief Officers in Community Impact, Advancement and Operations to advance and implement DEI goals and talent strategies, bringing an inclusion and equity lens to all of UWCI’s work.

In 2021, Mary Sellers returned to United Way of Central Iowa as President after previously leading the organization from 2012-2017. One of the first strategic priorities Mary focused on was deepening the organization’s commitment to diversity, equity and inclusion. She led and supported the Board and staff in creating the organizations’ first Chief Diversity, Equity and Inclusion Officer role, which has evolved into the Chief Equity and Talent Officer given its focus on aligning values and talent.



The Chief Equity and Talent Officer will be responsible for ensuring DEI is embedded in all relevant internal practices, policies, and procedures, overseeing the Human Resources Director and Human Resources function. In addition, they will be the DEI strategist and subject matter expert for the organization to identify gaps, barriers, or emerging needs. This leader will also be a visible community leader and trusted partner, bringing credibility and the relational capital necessary to influence sustainable change.

The CETO will also collaborate with and influence staff at all levels of the organization and serve as the primary liaison for equity initiatives at the Board level. The organization has developed an internal Diversity, Equity and Inclusion Roadmap that the new leader will be charged with building upon, executing and implementing in partnership with the President. Leading into 2023-24, the CETO will play a key role in better aligning UWCI's talent with its new UNITED TO THRIVE Strategic Vales and Strategic Objectives.



Key Responsibilities

Strategic & Cross-Functional Leadership: Facilitate and guide cross- functional activities and teams within the organization. Enhance and monitor goals and measures that lead to more diversity among staff and UWCI volunteers at all levels in the organization. Align UWCI staff and Board to recognize needed systematic internal changes for a more diverse and equitable organization. Implement existing short-term and long-term DEI goals, strategies and performance measures related to equity both internally and with community partners.

Community Engagement: Partner with staff to build and maintain a diverse network of individuals and organizations from a variety of sectors who share an aligned purpose of equity. Engage and convene others to build capacity to produce change in the community. Work with the UWCI Advancement team to incorporate a consistent equity lens and voice in UWCI communications. Attend and participate in related community meetings, gatherings and events to inform UWCI's equity initiatives and to stay abreast of community needs.

Team Education, Development & Training: Identify and recommend training and initiatives for staff that continually enhance cultural competence, confidence and knowledge in DEI. Develop and maintain a DEI knowledge base on current emerging social trends, research and stay aware of community concerns. Serve as a thought partner for messaging and storytelling to build awareness and accelerate visibility into UWCI's equity work and community impact.



CANDIDATE PROFILE

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

The Chief Equity and Talent Officer will have the ability to lead, manage and motivate others with respect, service and humility to meet organizational goals while celebrating varied perspectives. They will bring a sincere desire to meet people where they are, and foster understanding and competence in diversity, equity and inclusion. This leader will ensure the inclusion of voices and individuals needed for collaborations, initiatives and discussions. They will bring strong experience with leveraging information and qualitative and quantitative data into compelling and meaningful conclusions that propel UWCI's equity work. The CETO will naturally motivate and invest in team activities and decisions that expand the organization's capability to do its best work.





Source: Iowa's Latino Heritage Festival

STRATEGIC PEOPLE AND TALENT MANAGER

The Chief Equity and Talent Officer will be an advisor and operational leader with a results-driven mindset, bringing an appreciation and understanding for talent development, data, organizational assessment and effective planning to implement strategies. This leader will have the ability to hold teams accountable to deliver on complex organization-wide programs and objectives. The CETO will innately be aware of when to lead and when to defer to others. They will have the ability to clearly communicate critical areas for individual team member and organizational growth and craft a long-term strategy on how UWCI and the community should work together. This leader will also bring a passion for developing talent strategies that attract and retain diverse staff, donors and volunteers.

EXCEPTIONAL RELATIONSHIP AND COMMUNITY BUILDER

The Chief Equity and Talent Officer will nurture relationships and build buy-in among a variety of constituents, including staff, volunteers, community and corporate leaders and organizations aligned with UWCI's strategic values. They will be emotionally intelligent and have the ability to establish and maintain authentic relationships with community and staff from different philosophies, backgrounds and cultures without judgment. With outstanding interpersonal skills, patience and confidence, the CETO will build trust at all levels within a complex environment. This politically savvy leader will present and tactfully share appropriate messaging during crucial conversations, both internally and externally.

COURAGEOUS CHANGE AGENT AND INFLUENCER

The Chief Equity and Talent Officer will lead change and help others to adapt to change. They will challenge others to improve and have the ability to build consensus and foster cohesion without intimidation. They will demonstrate courage and influence change by building shared ownership in achieving UNITED TO THRIVE aims among UWCI staff, Board and partners. The CETO will feel a strong desire to achieve increased impact, including expanding capacity and infrastructure that will lead to systemic change.

They will also bring bold ideas and insights to the team, the Board and the communities that UWCI serves to achieve new heights for the organization.

PASSION FOR THE MISSION

The Chief Equity and Talent Officer will bring a sincere passion for UWCI's mission and intentional focus on equity. They will strive to lead in the adoption of evolving concepts and approaches to equity. With respect for divergent points of view, the CETO will seek to deeply listen and engage all groups in an authentic and purposeful manner. Using empathy and lived experience to build bridges amongst those from varied walks of life, the CETO will identify new opportunities that include prospective UWCI employees and partners and the broader community. The ideal leader is an individual of unquestioned integrity, principles and values; someone who can be trusted without reservation.

United Way of Central Iowa is an equal opportunity employer and strongly encourages expressions of interest from people of color, persons with disabilities, women and LGBTQIA+ leaders.



COMPENSATION & BENEFITS

The annual base salary for this role will be based on a range, starting at \$150,000 – \$165,000 and will be commensurate with the successful candidate’s skills and experience. UWCI also offers a generous benefits package.

CONTACT

Koya Partners, the executive search firm that specializes in mission- driven search, has been exclusively retained for this engagement. Tiara Muse is leading this search along with Gina Wrolstad. To make recommendations or to express interest in this role please email uwci_ceto@koyapartners.com.

All nominations, inquiries and discussions will be considered strictly confidential.

About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

Learn more about how we can help you with your search on the [Koya Partners website](#).