



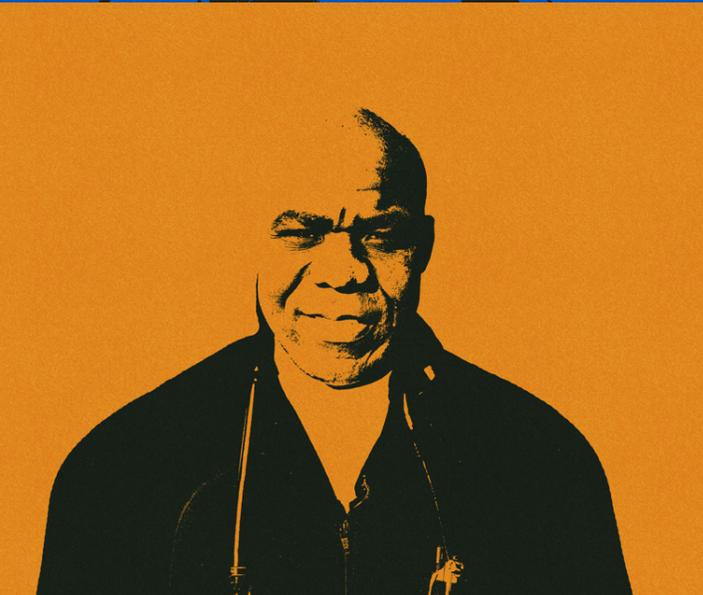
United Way
of Central Iowa

POSITION PROFILE

Chief Diversity, Equity and Inclusion Officer (CDEIO)

UNITED WAY OF CENTRAL IOWA

Des Moines, IA



ABOUT UNITED WAY OF CENTRAL IOWA

United Way of Central Iowa (UWCI) finds itself in an exciting period of transition with a new strategic imperative; leaning into its expertise to engage the community in meaningful change, all while operating on a learning curve 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.

LEARN MORE:

www.unitedwaydm.org

Since 1917, United Way of Central Iowa has brought together individuals and organizations from every corner of central Iowa to create and implement initiatives that address the community's most pressing needs.

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.

United Way of Central Iowa has been a guiding force in the community during the COVID-19 pandemic, investing a total of \$1.8 million for COVID-19 relief. This is in addition to a \$22.2 million investment distributed into the community during the fiscal year ending on June 30, 2021.

Recognized as the #1 Most Influential Nonprofit in Greater Des Moines by the Des Moines Business Record’s Book of Lists, United Way of Central Iowa is actively demonstrating progress toward its strategic focus areas. 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.

ABOUT UNITED WAY OF CENTRAL IOWA

MISSION

Improve Lives by Uniting the Caring Power of Community

VISION

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

VALUES

Compassion	Integrity	Community Engagement	Responsiveness	Striving for Excellence
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ABOUT UNITED WAY OF CENTRAL IOWA

UNITED TO THRIVE

In January of 2021, United Way of Central Iowa announced a new strategic focus, UNITED to THRIVE, to unite central Iowans and foster a thriving community—one that is equitable, engaged and empowered to create positive change.

With an intentional focus on equity, UNITED to THRIVE deploys purposeful strategies across all aspects of UWCI’s work to help the organization focus on specific areas of intense need and ultimately fulfill its mission. 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. An individual’s job, health, and a family’s well-being are integrated, and success in one area often influences success in another.

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.

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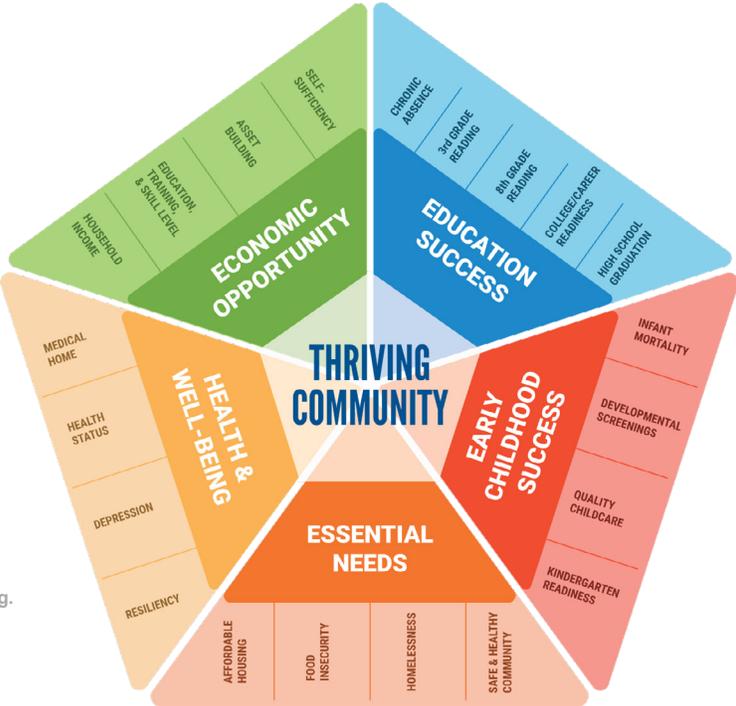
Essential Needs
Central Iowans live in stable, healthy places with essential supports they need to thrive.
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Early Childhood Success
Central Iowa children start out healthy and ready to learn.
- 

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.



ABOUT UNITED WAY OF CENTRAL IOWA

COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

United Way of Central Iowa strives to be a model of diversity, equity, and inclusion in all aspects of its work. UWCI seeks to represent and advocate for everyone in the community. The organization is also strengthening programs that promote diversity and inclusion within the local community.

In all levels of staff and governance, UWCI 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.

United Way of Central Iowa also believes each community member, donor, volunteer, advocate, and employee must have equal access to addressing community issues. UWCI recognizes that they have a major role, responsibility, and opportunity to partner across organizations throughout the community to close equity gaps.



ABOUT DES MOINES

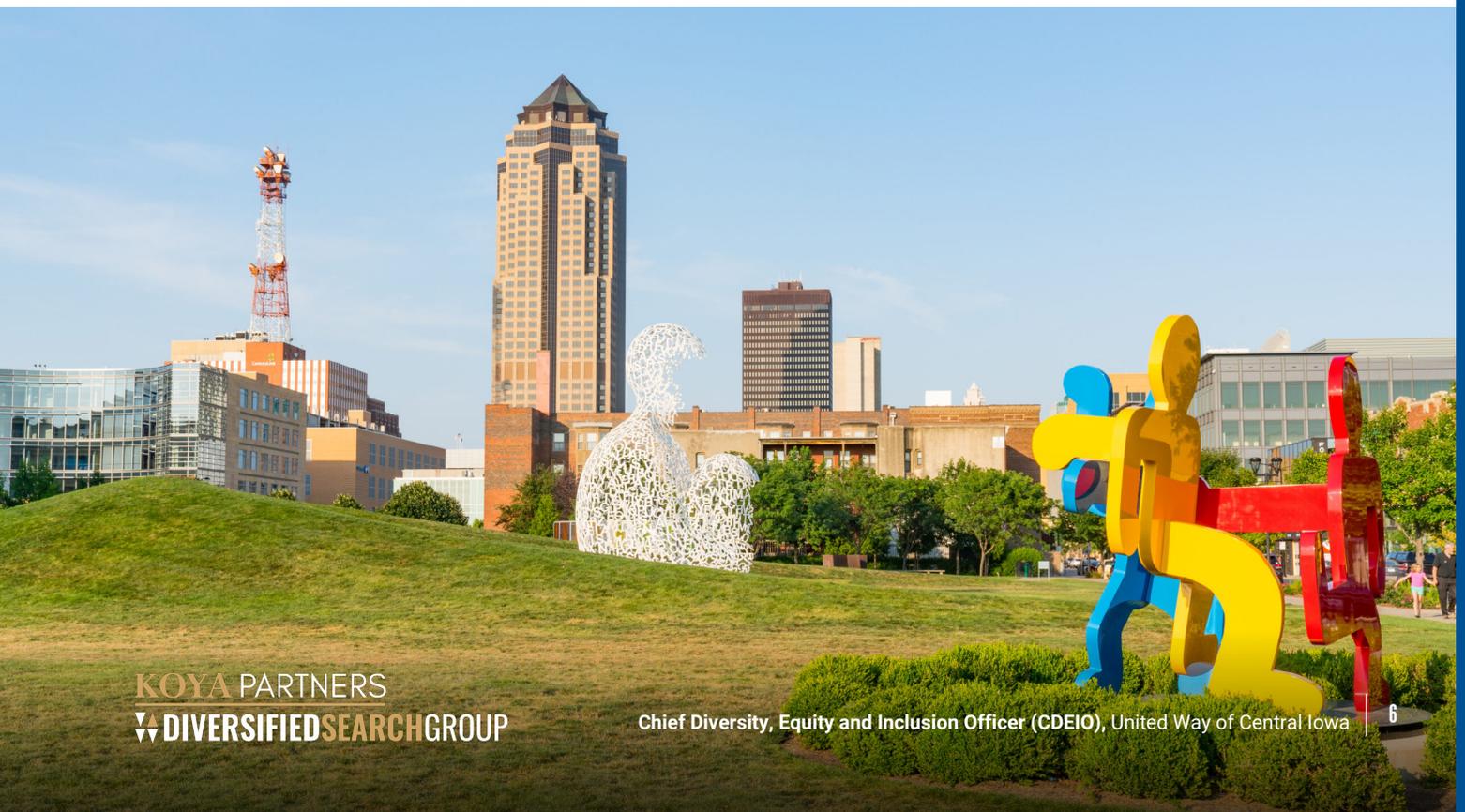
The City of Des Moines is Iowa's capital city. United Way of Central Iowa is located North of downtown Des Moines.

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 advancing your career.

Greater Des Moines has been recognized in recent years as a great place to call home:

- #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
- #11 Most Affordable City to Buy a Home — Forbes Advisor, 2021
- #5 Best Place to Live in the U.S. — U.S. News & World Report, 2020
- Top 10 Best Place for Business and Careers — Forbes, 2019
- #1 Place with Good Jobs and Cheap Housing by Investopedia, 2019
- #1 Metro for Millennials to Buy Homes by Grow Magazine, 2019
- #2 Top City for Young Home Buyers by Clever Real Estate, 2019



THE OPPORTUNITY

The Chief Diversity, Equity, and Inclusion Officer (CDEIO) will advance United Way of Central Iowa’s aspiration to “Engage Community to Empower All” by leading, aligning and facilitating the organization’s diversity, equity and inclusion (DEI) strategies across all areas of the organization and the central Iowa community.

The CDEIO will be a member of the senior leadership team, reporting to the President. They will work in close collaboration with the President and Chief Officers in Community Impact, Donor Engagement, Strategic Communications and Operations to advance and align DEI goals and strategies, bringing a DEI lens to all of UWCI’s work.

The CDEIO 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 bring credibility and the relational capital necessary to create community change. They will assess and align with others to develop strategies to identify outcomes for measurable results in equity.



THE OPPORTUNITY

The CDEIO 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. In partnership with the President, the CDEIO will develop and guide the organization's diversity, equity and inclusion strategies in alignment with broader organizational strategies and goals.

KEY RESPONSIBILITIES INCLUDE:

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



THE OPPORTUNITY

Community Engagement: 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 Strategic Communications team to incorporate a consistent DEI perspective and voice in UWCI communications. Attend applicable diversity, equity and inclusion related community meetings, gatherings and events to inform UWCI's DEI work and to stay abreast of community needs.

Team Education, Development & Training: Identify and recommend training and initiatives for staff that continually enhance cultural competency and knowledge in DEI. Develop and maintain a DEI knowledge base on current emerging social trends and stay aware of community issues and concerns. Serve as a thought partner for messaging and storytelling to build awareness and accelerate visibility into UWCI's DEI 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 Diversity Equity and Inclusion 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 raw data into compelling and meaningful conclusions that propel UWCI's DEI work. An inspirational advocate, the CDEIO will naturally motivate and invest in team activities and decisions that drive the organization and community to achieve its DEI goals and benchmarks.

STRATEGIC LEADER

The Chief Diversity Equity and Inclusion Officer will be an advisor and operational leader with a results-driven mindset, bringing an appreciation and understanding for talent, data, organizational assessment and effective planning to implement strategies. This leader will value and prioritize equity and inclusion as a strategic imperative and will have the ability to hold teams accountable to deliver on complex organization-wide programs and objectives. The CDEIO 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 organizational growth and craft a long-term strategy on how UWCI and the community should work together, creating a vision that energizes others to commit to the DEI work of the organization.

CANDIDATE PROFILE

EXCEPTIONAL RELATIONSHIP AND COMMUNITY BUILDER

The Chief Diversity, Equity and Inclusion 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 DEI strategies. 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 and confidence, the CDEIO will build trust at all levels within a complex environment. They will also possess deep expertise with leading and facilitating DEI topics and strategies among a range of audiences. 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 Diversity Equity and Inclusion 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 a shared understanding and vision in alignment with input from the community and the UWCI staff and Board. The CDEIO will feel a strong desire to achieve increased impact, including building 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.



CANDIDATE PROFILE

PASSION FOR THE MISSION

The Chief Diversity Equity and Inclusion Officer will bring a sincere passion for UWCI's mission and a proactive focus on equity. They will be driven to model the acceptance of evolving ideas and approaches for organizations and the community to adopt concepts of equity. With respect for divergent points of view, the CDEIO 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 CDEIO will identify new opportunities that include and empower the 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 LGBTQ+ leaders.



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_cdeio@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.

For more information Koya Partners, visit www.koyapartners.com.