



## California Latinas for Reproductive Justice

Post Office Box 412225, Los Angeles, California 90041 • 213.270.5258

### JOB ANNOUNCEMENT

#### **EXECUTIVE DIRECTOR CALIFORNIA LATINAS FOR REPRODUCTIVE JUSTICE LOS ANGELES, CALIFORNIA**

#### OVERVIEW

The Board of Directors of **California Latinas for Reproductive Justice (CLRJ)** seeks a visionary and highly-skilled executive leader with demonstrated passion for and advancement of Reproductive Justice movement building and social justice activism. Working collaboratively with CLRJ's staff and board, the successful candidate will build on CLRJ's significant track record of accomplishments in advancing California Latinas' reproductive health and justice. S/he will work diligently to ensure that CLRJ continues to advance its role as a leading-edge policy advocacy organization, utilizing intersecting key strategies most effectively, and ensuring that all aspects of its work are community-driven and reflect genuine collaboration.

#### ABOUT CLRJ

**California Latinas for Reproductive Justice** is a statewide policy and advocacy organization whose mission is to advance California Latinas' reproductive health and rights within a social justice and human rights framework. CLRJ works to ensure that policy developments are reflective of the priority needs of Latinas, their families and their communities. CLRJ advances its mission through targeted, culturally-based policy advocacy, alliance-building, leadership development and movement building strategies that further its core policy goals and are specifically geared toward mobilizing Latinas and their communities. CLRJ has grown from being a volunteer project founded by visionary Latina leaders in 2004 into the leading California-based Latina reproductive justice advocacy organization. CLRJ is an independent 501(c)(3) nonprofit organization.

#### Core Policy Goals

CLRJ has identified the following long-term **Core Policy Goals** in order to promote systemic policy change and advance the reproductive and sexual health and justice of the most marginalized Latinas:

- 1. To ensure that California's most underserved Latinas -- including low-income, undocumented immigrants, LGBTQ and young women -- have access to policies and programs that provide comprehensive, accurate, and unbiased reproductive and sexual health/rights information and comprehensive reproductive and sexual health services that are culturally and linguistically appropriate to improve their quality of life and ensure healthy communities.*
- 2. To ensure that Latina/o adolescents and young women have access to policies and programs that provide comprehensive, accurate, unbiased, culturally and linguistically appropriate reproductive and sexual health information; confidential reproductive and sexual health services; and educational and social supports in order to have healthy, productive, and economically secure futures.*
- 3. To advance a Latina Reproductive Justice framework that reflects the health, cultural, social, economic, and environmental needs and priorities of Latinas and their communities; ensures that Latinas are actively engaged in the policy process; and promotes reproductive justice movement-building through leadership development, mobilization and advocacy.*

#### Reproductive Justice Movement Building

The Reproductive Justice framework is at the heart of and drives all aspects of CLRJ's work, including its Core Policy Goals, analysis and approach, leadership, constituency-driven policy advocacy strategies, community mobilization, alliance-building, leadership development, research and long-term movement-building.

CLRJ places its policy priorities in a Reproductive Justice framework, recognizing the intersection of reproductive health and rights with other social, economic and community-based issues that promote the social justice and human rights of Latinas, their families and their communities. CLRJ believes adopting a Reproductive Justice framework is a strategic and culturally-relevant means to promote systemic reproductive justice policy change. In doing so, grass roots Latina leaders build their collective power to influence California's policies by becoming actively engaged in the policy advocacy arena; mobilized to build strategic alliances; skilled and ready to take action.

CLRJ serves as a recognized national leader in promoting a vibrant Reproductive Justice movement with Latinas, communities of color and social justice allies. CLRJ plays an active leadership role in local, statewide and national Reproductive Justice boards, alliances and networks in order to advance its policy priorities and promote long-term Reproductive Justice movement building. In California, CLRJ is leading efforts to develop strategic alliances among Reproductive Justice, women of color, and social justice activists in order to develop a unified agenda and promote positive social and policy change.

### **Key Program Areas**

Guided by the core values of collaboration, culturally-based strategies, and leadership development, CLRJ's programs include:

- Policy Advocacy on the local, state and national levels, including statewide mobilization campaigns to advance CLRJ's Core Policy Goals and annual Policy Priority Platform/s
- Latina Reproductive Justice Research and Policy Analysis, including tailored publications and community-based research projects
- Community Education and Mobilization Programs, such as Latinas Empowered for Action (LEA) and its extensive LEA Alumni Network
- Reproductive Justice Movement Building, Alliance-Building and Cross-Movement collaborations with an extensive network of allied organizations and leaders

CLRJ's annual operating budget of over \$500,000 supports a full-time staff of six, plus a small cadre of organizational development consultants and allied professionals. CLRJ's offices are located in Los Angeles.

### **PRINCIPAL DUTIES**

The Executive Director is directly responsible for CLRJ's overall management, including fund development and donor relations; oversight of finance, operations and human resources; program planning, oversight, and evaluation; alliance-building and key stakeholder relations; and recruitment, selection, supervision, and evaluation of staff.

### **REPORTING RELATIONSHIPS**

The Executive Director reports directly to CLRJ's Board of Directors and supervises the following senior staff:

- Associate Director
- Senior Director of Community Education & Mobilization
- Director of Policy & Advocacy
- Senior Research Coordinator

### **KEY DUTIES AND RESPONSIBILITIES**

The Executive Director:

- Leads long-range planning and visioning in close partnership with CLRJ's staff and board.
- Implements the annual Program Plan & meets grant deliverables, in partnership with staff.
- Provides visibility for CLRJ's policy priorities platform as the organization's primary spokesperson for strategic communications.
- Maintains local, statewide, and national presence in key collaborations with Reproductive Justice and social justice movement allies.
- Manages and mentors staff, both informally and in annual written evaluation process.

- Diversifies CLRJ's funding base to meet and sustain the projected annual Organizational Operating Budgets, including securing resources to support the necessary staffing. Conducts grant writing and reporting, and supervises development and submission of all grant proposals. Researches new funding sources, including development and implementation of expanded individual donor development program. In collaboration with board and staff, meets with funders and donors.

## **CANDIDATE PROFILE**

### *Required:*

- Demonstrated commitment to and advancement of CLRJ's core values of collaboration, culturally-based strategies and priorities, and leadership development within and beyond the work setting.
- Minimum of five years' experience in a senior administrative position, including budget development and staff management.
- Significant experience working collaboratively and respectfully with staff, board, and constituents of diverse generations and backgrounds.
- Minimum of 7-10 years' experience in reproductive justice, health and/or rights; social justice; human rights; or related work that demonstrates both breadth and depth in the advancement of a social justice framework and gender lens.
- Record of successful fundraising, from foundation and individual sources, to support nonprofit organizations.
- Exceptional written and oral communication skills. Must be a skilled and respectful communicator with CLRJ's key audiences and target constituencies.
- Bachelor's degree.

### *Desirable:*

- History of having led organizational growth, facilitating higher levels of mission achievement. Skills include strategic planning and management of complex internal operations and external relations.
- Fluency in oral and written Spanish.
- Experience and familiarity with the Reproductive Justice movement, organizational leaders, and existing collaborations.
- Advanced degree in law, public policy, public administration, public health, women's/Latina/Chicana studies or other relevant field; or equivalent in demonstrated relevant experience.

## **SALARY AND BENEFITS**

Salary offered will be commensurate with the candidate's experience. CLRJ offers an excellent medical and dental benefits package; vacation and medical leave.

## **APPLICATION PROCESS**

**Applicants should send their resumes and cover letters describing their qualifications and their interest in the position to [EDSearch.clrj@gmail.com](mailto:EDSearch.clrj@gmail.com), Attn: Executive Search Committee.** All applications will be kept confidential by the search committee; we regret that we will only be able to contact those applicants selected to move forward in the interview process. Incomplete applications will not be considered. Please direct all application-related inquiries and questions to [EDSearch.clrj@gmail.com](mailto:EDSearch.clrj@gmail.com). Applications will be accepted until the position is filled.

*CLRJ is an equal opportunity employer. Individuals of color, GLBTQ individuals, persons with disabilities, and applicants of all ages are welcome and encouraged to apply.*