



The Leadership Conference on Civil and Human Rights



President and CEO Leadership Profile

Washington, D.C.

“To promote and protect the civil and human rights of all persons in the United States and to build an America as good as its ideals.”

The Leadership Conference



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An Era That Calls for an Extraordinary Leader

In the midst of a grueling year, the forces of white supremacy and malign power continue to test our nation. This moment demands a bold civil rights and structural reform agenda. It also requires a reversal of egregious anti-civil rights policies. The power of the civil and human rights coalition to transform America is real, and the work of The Leadership Conference on Civil and Human Rights has never been more important.

The next president and CEO of The Leadership Conference, building on legacies of visionary achievement, must be a voice for our core values of justice, inclusion, and fairness for all; a deft advocate; a strategic innovator; and a mobilizer of top-notch staff, partners in movement organizations, allies in government, and potential private sector supporters.

The Leadership Conference on Civil and Human Rights and its 220-plus member organizations—in partnership with its education, campaign, and research arm, The Leadership Conference Education Fund—work toward a shared goal: an America as good as its ideals.

The member organizations are as diverse as the societal makeup of our nation with organizations that represent persons of color, women, children, individuals with disabilities, the LGBTQ community, older Americans, labor unions, major religious groups, civil libertarians and human rights organizations.

The next president and CEO will face a civil and human rights environment presenting both extreme challenges and historic opportunities. In addition, the coalition is expanding, and the needs of members are dynamic and often nuanced. In what has been a challenging time for civil and human rights, The Leadership Conference has helped secure victories to protect civil rights and our democracy—including the removal of the citizenship question from the 2020 Census, the defeat of several Trump executive and judicial nominees who had extreme records, and since 2019 the passage of an array of critical civil rights legislation in the House of Representatives.



We are building on these important first steps now during the Biden-Harris administration as we continue to work with existing allies and develop new ones among lawmakers to pass our coalition's legislative priorities. In May, for example, President Biden signed the Jabara-Heyer NO HATE Act (part of the COVID-19 Hate Crimes Act) into law as a result of our coalition's advocacy. Also, The Leadership Conference has helped lead recent efforts to confirm civil rights champions to leadership roles in the Department of Justice and continues its work with agencies across the federal government to ensure civil rights are enforced and protected.

The Leadership Conference/The Education Fund require a leader of leaders able to grasp the magnitude of this moment to mobilize, amplify, and leverage the voice of its member organizations and partners—old and new—to advance the cause of civil and human rights in measurable ways. The Leadership Conference/The Education Fund will continue to provide the strategic leadership required to fulfill its baseline roles:

- **Adopt** a proactive stance around understanding the landscape of marginalized communities and bring them into the coalition
- **Provide** early identification of critical civil and human rights issues affecting the coalition
- **Advance** issues on Capitol Hill, being a force-multiplier for the coalition
- **Ensure** administration of justice and expansion of opportunity by executive agencies
- **Build** capacity in the field to advance national, state, and local policy efforts through education and mobilization
- **Build** communications capacity to help shape the narrative around key policy debates
- **Deliver** a determined thoughtful voice of power at home and abroad
- **Maintain** unity amongst a tremendously diverse group of organizations with varied interests, political sensitivities and goals

Looking to the future, we will take on additional core work:

- **Create** new approaches to drive regulatory and policy change while continuing to work toward legislative change
- **Engage**, enlist and marshal the next generation of leaders, including within new and emerging organizations
- **Adapt** to changes in national demography, politics, and social conditions to continue to seek fairness and justice for all excluded or marginalized communities
- **Expand** field capacity through training, technical assistance and coalition building to strengthen the overall social justice movement

- **Develop, coordinate and leverage** communications strategies suited to an ever-changing media and communications landscape, marked by, but not limited to the emergence and dominance of social media—all in a manner complementary to member organizations in order to amplify their voice
- **Increase** and diversify funding, to support the goals of the organization
- **Enlist** the support of the business community, and others, as appropriate, to support and advance issues
- **Identify** and cultivate unusual allies to support our work



Organization

The Leadership Conference, a 501(c)(4), was founded in 1950 and has coordinated lobbying efforts on every civil rights law since 1957. Its primary role is legislative and administrative advocacy, and its current budget is \$4.9 million. The Education Fund, a 501(c)(3), with a \$24.5 million budget, was founded in 1969 with the mission to inform and build public will for federal policies that promote and protect civil rights. The Education Fund campaigns empower and mobilize advocates around the country to push for progressive change in the United States.

Located in Washington D.C. with a total staff of 112, the two organizations work in partnership to advance civil and human rights issues. The staff works in six departments: Policy, Campaigns & Programs, Field & Membership, Communications, Development and Operations. Programmatic work is organized through teams of policy, communications and field staff. Coalition members rely heavily on The Leadership Conference for representation on Capitol Hill and strategic advice, whether dealing with Congress, the executive branch or the corporate community. In return, members offer their issue expertise to co-chair and participate in task-forces, teaming with The Leadership Conference/Education Fund staff to inform and develop policy and positions in critical areas.

Priority issues include the following:

- Justice reform
- Media and Tech
- Employment
- Fair courts
- Census
- Fighting Hate & Bias
- Education

The Leadership Conference/The Education Fund is also home to the All Voting is Local campaign.

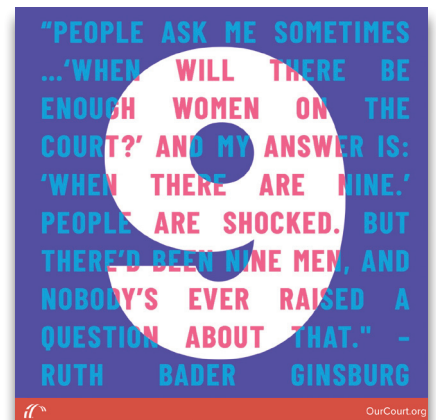


Responsibilities

The president and CEO will have demonstrated a record of success in promoting and protecting civil and human rights. The person will manage the organization to achieve next-level excellence, vitality, growth and impact.

The president and CEO will play several key roles:

1. **A leading voice for civil rights and an accomplished advocate, visionary, strategist, who is able to identify, represent, and advance issues on behalf of the coalition.** With a deep knowledge of civil and human rights issues, the president and CEO will be able to quickly distinguish those issues that affect the broader coalition, galvanize support, and oversee the development and execution of measurable means of legislative, policy and regulatory progress. The person will have a demonstrated understanding of the trends and ways in which movements are evolving and the ability to shift and adapt to be responsive to the coalition's needs. The president and CEO will have the ability to react and adapt to changing conditions, including population demography, social and economic conditions and the political environment.
2. **An influential change agent and spokesperson.** The president and CEO will have the confidence and competence to leverage and challenge the current Administration to ensure meaningful civil and human rights progress. This person will have the insight to seek bi-partisanship and the determination and clarity on how to proceed without it when progress is required and bi-partisanship is not feasible. The president and CEO will be a stellar spokesperson on civil and human rights and relevant national and international issues. This individual will have access to bi-partisan leaders and represent the needs of coalition members in places where they may not have entree. Whether the conversations are on Capitol Hill, with the Administration, in a brokered meeting behind the scenes, or in the presence of media, the president and CEO will carry their voice to places of power.
3. **A diplomatic and honest broker able to effectively facilitate consensus on issues where coalition members may have opposing or divergent views.** The person will possess a sophisticated, nuanced sense of the prevailing issues and have the diplomacy and skill to negotiate an agreement, driving toward consensus amongst coalition members and ensuring everyone is heard and part of the process.



4. **Able to attract and grow resources.** The president and CEO will have a proven record of engaging a vast array of donors and building significant, growing and sustainable financial support. The person will have uncommonly strong relationship skills and the ability to engage a broad and growing base of supporters.
5. **An effective manager of a multi-dimensional organization.** The president and CEO will be an experienced, strategic manager of people and processes. The person will bring management acumen and the ability to lead, develop and empower staff. The president and CEO will have the credibility to hire and retain talented leaders with complementary skill sets.
6. **An exceptional relationship builder.** The president and CEO will have demonstrated the ability to build effective, diverse and trusting bi-partisan relationships on all levels, with multiple stakeholders and partners, to include national and international governmental and non-governmental organizations, business leaders, labor unions, legislators, current and prospective donors.
7. **An excellent communicator with the ability to leverage traditional and new media.** The president and CEO will be a powerful communicator and speaker. This individual will have an understanding of the evolving media ecosystem and how to leverage it to capture new opportunities, while avoiding common pitfalls.



Ideal Person

The ideal candidate is a respected leader with extensive relevant experience and demonstrated passion for civil and human rights. Personal assets include the following:

- A sophisticated, nuanced sense of prevailing issues, the changing dynamics of the movement, and historical civil rights issues and alliances
- Visionary, able to imagine a future that is not yet realized
- Skilled communicator
- Ability to garner and inspire trust, build consensus, unify and lead
- Experienced fundraiser
- Even-tempered disposition with good judgment
- Superior intellect, unassailable integrity, emotional intelligence and nimbleness

- Quick learner—able to come into a new domain, learn what’s needed and obtain supports needed, and lead accordingly
- Depth and sophistication on a wide range of issues



Relationships

The president and CEO is responsible and accountable for leading The Leadership Conference/ The Education Fund and making critical decisions on behalf of the coalition.

Reports to

- The Leadership Conference on Civil and Human Rights Board of Directors
- The Leadership Conference Education Fund Board of Directors

Manages

- Executive Vice President and COO
- Executive Vice President, Government Affairs
- Executive Vice President, Campaigns and Programs
- Executive Vice President, Field & Member Services
- Executive Vice President for Communications
- Vice President, Development

Plays a leadership role with other key stakeholders including

- Coalition Members
- Government officials in the U.S. and internationally
- Legislative, business, civic and philanthropic leaders
- Current and prospective donors and partners



Location

The Leadership Conference/The Education Fund is based in Washington D.C., blocks away from the White House and a short cab ride from the nation's capital.

For potential consideration or to suggest a prospect, please email:

LeadershipConference@boardwalkconsulting.com

or call Crystal Stephens, Patti Kish or Lysondra Somerville at 404-262-7392.