



LEADERSHIP PROFILE

Vice President - Diversity, Equity and Inclusion
Earthjustice

San Francisco, CA

"We wield the power of law and the strength of partnership to protect people's health, to preserve magnificent places and wildlife, to advance clean energy, and to combat climate change."

The Opportunity

The accelerating climate crisis has captured the attention of the nation. Its impact on communities is increasingly swift and unpredictable and has laid bare years of environmental injustice. The mission of Earthjustice is to protect our planet and defend the rights of all people to a healthy environment. For over 50 years, Earthjustice has strategically used the power of the law and the strength of partnership to protect people's health, to preserve magnificent places and wildlife, to advance clean energy, and to combat climate change. Earthjustice does this work anchored by its core values of justice, partnership, inclusion and excellence.

Earthjustice seeks its next Vice President - Diversity, Equity and Inclusion (DEI) to drive strategy and implementation of the organization's equity and inclusion work both inside and outside of the organization. Earthjustice's commitment to diversity, equity, and inclusion is the highest priority for its staff alongside dedication to its mission, and its employee satisfaction results confirm this. As an organization working in service of hundreds of clients and partners, Earthjustice is striving every day to live its values and to center justice in everything it does.

The Vice President - Diversity, Equity and Inclusion has a unique opportunity to join an organization well into its DEI journey and help elevate it to its next level of impact both inside the organization and as a core part of its external mission. The VP will join an exceptional, highly skilled senior leadership team committed to its core values and eager for a thought partner to help accelerate and continue to integrate their DEI work.

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The Organization



The organization is committed to improving who they are, what they do, and how they do it, both internally by creating an inclusive and equitable workplace where all staff can thrive, and externally in its programmatic work.

Earthjustice is the nation’s largest, oldest, and most active public interest environmental law organization. Its staff of over 550—including over 200 litigators—wields the power of law and the strength of partnership to protect public health, address environmental injustice, defend and restore magnificent places and irreplaceable ecosystems, and transition our economy to 100% clean energy while working to protect people and the planet from climate change. Earthjustice partners with thousands of groups, tribes, individuals, and communities to address the environmental crises of our time. Earthjustice is here because the earth needs a good lawyer.

Over a decade ago, the organization embarked on what continues to be a transformational effort to diversify its staff, embed DEI in all of its policies, practices, and actions, and to pursue a commitment to advance racial justice in its programmatic work and within the environmental movement. Earthjustice is viewed as a leader in DEI by many in the environmental sector. The organization is committed to improving who they are, what they do, and how they do it, both internally by creating an inclusive and equitable workplace where all staff can thrive, and externally in its programmatic work. While numbers can never tell the whole story, Earthjustice recognizes their importance. Currently, 43% of the staff are people of color, and 35% of Earthjustice clients work primarily to advance environmental justice.

The Mandate

The Vice President - Diversity, Equity and Inclusion will be a thought partner to a high-functioning and collaborative senior leadership team, and a strategist and stabilizer to guide the work of DEI to its next level of integration. Far from a “check

the box” initiative or a set of performance-oriented programs, DEI is central to the work of Earthjustice.

The Vice-President will help guide the organization in an evolving approach and ensure DEI has a seamless integration with programmatic work and across the organization. The Vice President will be a steady hand to help navigate the inevitable tensions that arise with internal and external DEI work. The Vice President will also contribute creative, dynamic, and forward-thinking strategy to lead Earthjustice to foster a diverse, equitable, and inclusive workplace and center justice in its mission-driven work.

Key responsibilities include:

Vision and Leadership

- Lead, develop and implement a comprehensive, integrated strategy that reinforces diversity, equity, and inclusion as key organizational priorities and builds on progress to advance clear DEI goals.
- Provide strategic and operational leadership for DEI initiatives including lifelong learning and assessment and evaluation, and support DEI work on individual teams.

Policies, Culture and Community

- Partner with key leaders to ensure DEI is embedded across the organizations and its policies, working closely with Human Resources, Litigation, and committees of the Board of Trustees.

Learning and Development

- Promote Earthjustice’s commitment to diversity and DEI learning to funders, the environmental community, and the broader social sector.
- Develop and manage a comprehensive portfolio of relationships among external equity-related organizations, with a focus on DEI, especially those in the environmental advocacy field.



Earthjustice’s commitment to diversity, equity, and inclusion is the highest priority for its staff alongside dedication to its mission, and its employee satisfaction results confirm this.



The Vice President will have a proven record of accomplishment in the development and implementation of organizational cultural change.

Management

- Lead, inspire and develop the DEI team.
- Create and model a continuous-learning, respectful and inclusive work environment.

The Candidate

The Vice President - Diversity, Equity and Inclusion will be a senior leader and advanced DEI practitioner with a depth of experience in transformative organizational DEI work.

The leader will:

- Have high emotional intelligence, openness and curiosity, and orientation toward action.
- Be able to give and receive feedback and be comfortable in an input-driven culture.
- Be committed to the principles of diversity, equity, and inclusion and knowledgeable about how those principles can be effectively applied in practice.
- Have a proven record of accomplishment in the development and implementation of organizational cultural change.
- Be creative and entrepreneurial, combining a facilitative leadership style with the ability to deliver and execute innovative ideas and solutions that serve the goals of the entire organization.
- Be an effective manager and team leader with superb leadership, communication, strategy, and execution skills, demonstrating an appreciation for complexity combined with a problem-solving instinct and a willingness to explore new ideas.

- Know how to think and act strategically, employ inclusive change management practices and build trust among staff.
- Lead by example, cultivating and maintaining best practices regarding inclusiveness in Earthjustice’s workplace.
- Have a strong work ethic with high personal and professional standards of transparency and accountability.
- Be able to help support a talented, committed team as it evolves into a leading organization of the 21st century.

Professional experience should include:

- An advanced degree in a related field or equivalent experience in a related discipline; a law degree is not required, but the ability to work in evidence-based organizational environments will be critical.
- Ten years of progressive experience in the development and management of diversity, equity, and inclusion initiatives for a complex organization.
- At least five years of experience supervising staff members and creating a team environment with a learning culture and professional development opportunities.
- An understanding of and a deep appreciation for the mission and day-to-day work of Earthjustice as well as an understanding of the challenges faced by the environmental field, both internally and externally.
- An understanding of the legal profession and a keen ability to connect and communicate with all functional areas of Earthjustice.
- Exceptional communication skills and demonstrated ability to collaborate to find common ground among diverse perspectives.



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The Relationships

<p>The VP - Diversity, Equity and Inclusion reports to:</p>	<p>The President of Earthjustice</p>
<p>Partners with:</p>	<ul style="list-style-type: none"> • The senior leadership team
<p>Manages:</p>	<ul style="list-style-type: none"> • Sr. Director of DEI • Director of DEI Learning & Development • DEI Program Manager • DEI Team Manager

The Location

Earthjustice is headquartered in San Francisco with offices in Anchorage, Bozeman, Chicago, Denver, Honolulu, Houston, Juneau, Los Angeles, Miami, New Orleans, New York City, Philadelphia, Seattle, Tallahassee, and Washington, DC. Ideally the DEI executive will be located in San Francisco or Washington DC.

This position offers a competitive salary and includes a comprehensive benefits package. We actively welcome all candidates from a wide range of backgrounds who have the skills to fulfill this role - regardless of compensation history. Compensation is based on experience and location.

For potential consideration or to recommend a prospect, please email Earthjustice@BoardWalkConsulting.com or call **Crystal Stephens** or **Diane Westmore** at 404-262-7392.
