

COUNTY OF  
**SAN DIEGO**

*An Opportunity To Shape The Future Together*



**DIRECTOR, OFFICE OF EQUITY  
AND RACIAL JUSTICE**

ANTICIPATED HIRING RANGE: \$160,000 - \$170,000

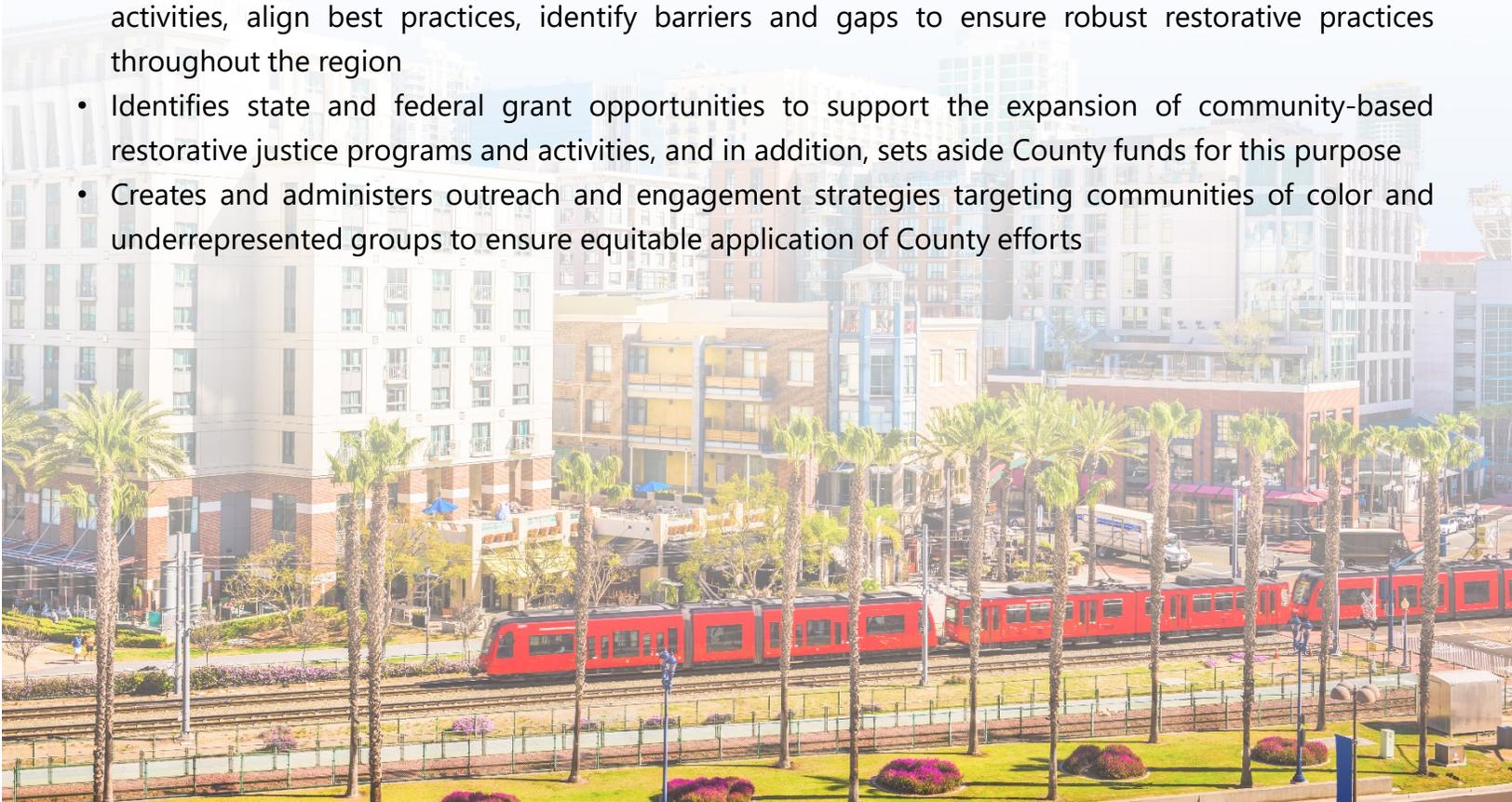


# Director - Office of Equity and Racial Justice

The County of San Diego's commitment to valuing diversity, inclusion and equity advances our vision of a region that is Building Better Health, Living Safely and Thriving. Establishing an Office of Equity and Racial Justice is an important step on our journey to ensure that all voices are heard and have an opportunity to help shape policy and inform budget processes.

The Director, Office of Equity and Racial Justice will endeavor to connect with all of the various communities in the County to ensure we are responding to each community appropriately and addressing their specific and diverse needs. The goal of this position and the Office is to collaborate with trusted community organizations and establish more equitable and accessible services, programs, and resources to all. This position requires a culturally competent leader who values and can leverage San Diego County's racial, cultural, and religious diversity to advance the County's commitment to an equitable and inclusive region. The main functions of this position are:

- Plans, directs, and evaluates the overall activities of the Office of Equity and Racial Justice
- Engages underserved communities in County budget-making process
- Supports the Human Relations Commission in its mission
- Advances racial equity, social justice and inclusion efforts by collaborating with internal and external stakeholders throughout the County to strategically align efforts to identify core priorities for process and policy improvement and program development
- Increases the involvement and participation of people of color and underrepresented groups in the contract source selection process
- Collaborates with County departments that administer restorative justice programs to report mutual activities, align best practices, identify barriers and gaps to ensure robust restorative practices throughout the region
- Identifies state and federal grant opportunities to support the expansion of community-based restorative justice programs and activities, and in addition, sets aside County funds for this purpose
- Creates and administers outreach and engagement strategies targeting communities of color and underrepresented groups to ensure equitable application of County efforts



# The Ideal Candidate

The ideal candidate for this position will be an inclusive, results-oriented leader whose work is grounded by a commitment to equity, inclusion, empowerment, and people. A person who can transform strategy into operational goals and objectives and produce measurable outcomes. A proven, caring leader with a career history that demonstrates outstanding leadership and change management skills and the ability to embrace and celebrate the culture, ethnic diversity, and community values of the San Diego region. The ideal candidate will also have excellent coaching, communication, and leadership skills, a background in organizational development, and previous experience developing organizational culture, workforce planning, and customer service.

## Salary and Benefits

### COMPENSATION

The anticipated hiring range is \$160,000 - \$170,000 annually. Salary reviews are performance-based and goal oriented.

### BENEFITS

- Fifteen days of paid vacation, thirteen days of paid sick leave, and thirteen paid holidays
- Medical, dental, and vision insurance plans
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted; for further information, visit the website for the [San Diego County Employees Retirement Association](#)
- Deferred Compensation Program 457 and 401(a) plans



# How to Apply

## Applicants must possess the following:

A bachelor's degree from an accredited U.S. college or university or certified foreign studies equivalency AND five (5) years of management level experience that demonstrates the ability to perform the essential functions of the classification.

You may complete an online application at [www.sandiegocounty.gov/hr](http://www.sandiegocounty.gov/hr); select the current job postings link. Please attach your resume, cover letter, and a copy of your college degree, final transcript, diploma, or completion letter. This recruitment will remain open until filled. Interested candidates are encouraged to submit a resume as soon as possible for consideration.

## SPECIAL NOTES

Persons serving in positions in the Unclassified Service do not accrue tenure and serve at the pleasure of the appointing authority. The provisions of this job announcement may be modified or revoked and do not constitute an expressed or implied contract. Qualified women, minorities, and persons with disabilities are encouraged to apply. Reasonable accommodation may be made to enable qualified individuals with disabilities to perform the essential functions of a job, on a case-by-case basis.

## CONTACT INFORMATION

You may direct any questions regarding the position or application and selection process to Brandy Winterbottom-Whitney, Deputy Director of Human Resources at 858-505-6324 or [brandy.winterbottom-whitney@sdcounty.ca.gov](mailto:brandy.winterbottom-whitney@sdcounty.ca.gov).

