

## **Special Advisor on Equity and Inclusion**

Illinois Housing Development Authority (IHDA), one of the Nation's preeminent Housing Finance Agencies and one of the State's ten largest financial institutions, is currently seeking a Special Advisor on Equity and Inclusion to build upon their 50+ year leadership in housing finance.

The position has been created to focus on driving change and positive outcomes by applying a racial equity lens to the work of IHDA. The position requires a passion for diversity, equity, and inclusion, an understanding of both societal and housing and real estate industry best practices related to DEI, and the ability to communicate these issues to all levels of employees in the organization. A key first step will be to develop a Racial Equity Plan for IHDA in conjunction with the executive and leadership teams, staff, and the Board. The incumbent will act as a change agent in coaching managers and the leadership team to help them successfully develop and implement their part of the plan. HR will be a key partner. Interaction and collaboration with other state agencies to improve processes such as procurement are also expected.

### **Responsibilities:**

Develop written strategies for the purpose of developing IHDA's diversity and inclusion goals in the areas including, but not limited to, procurement, grant making/resource allocation, public policy, training, hiring, and next generation of developers.

Lead IHDA's efforts on DEI, partnering closely with staff and the Board.

Develop new programs and practices that effectively help IHDA to reach its goals. Create metrics and processes to measure and monitor company diversity, inclusion, and equity.

Partner with key leaders across the organization and assist HR to drive accountability and transparency around targeted improvements in diverse representation.

Research and advise on diversity, inclusion, and equity issues; be a thought leader on all aspects of DEI bringing new and innovative ideas and best practices to IHDA. Help create and facilitate training programs around these values.

Provide support to various groups within IHDA; serve as a coach, guide, advisor, and mentor to committees and leadership teams.

### **Requirements:**

Bachelor's degree required. Relevant background might include, but is not limited to counseling, psychology, social work, human resources, business, liberal arts, or organizational development. Master's degree preferred. Minimum of 5 years' experience in diversity and inclusion programs required. Some understanding of affordable housing and government agency work preferred.

Experience leading organizational-wide initiatives. Experience driving change defined by metrics. Strong presentation, coaching, and collaboration skills. Experience with designing, implementing measuring, and training on diversity programs and outcomes. Confidence in addressing and working with sensitive diversity issues. Experience with effectively relating to various levels of staff and establishing constructive internal and external relationships. Strong business acumen and communication skills to partner, consult, influence and build relationships.

Excellent benefits package, including 401 (k); immediate vesting.

To apply, submit resume and to:

[https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=ee890b7a-c9a4-4880-b61b-79abf60f096e&cclid=19000101\\_000001&jobId=395506&source=CC2&lang=en\\_US](https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=ee890b7a-c9a4-4880-b61b-79abf60f096e&cclid=19000101_000001&jobId=395506&source=CC2&lang=en_US)

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