

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, reporting to the Executive Director, 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 an expertise in and passion for diversity, equity, and inclusion. Specifically, this position requires a significant understanding of societal, housing, and real estate industry best practices related to DEI as well as the ability to communicate these issues to all levels of employees in the organization. The first assignment for this role is 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. Human Resources will be a key partner in all aspects of this position. Strong established relationships, 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.

Utilize current strategic partnerships with outside resources as well as establish new partnerships to benefit IHDA's DEI goals.

Requirements:

Bachelor's degree required. Minimum of 5 years' experience in diversity and inclusion programs and program development 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. Some understanding of affordable housing and government agency work preferred. Established relationships with governmental agencies and individuals focused on DEI initiatives highly desired.

Experience with designing, implementing measuring, and training on diversity programs and outcomes. Experience leading organizational-wide initiatives and driving change defined by metrics. Strong presentation, coaching, and collaboration skills. 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.

Our focus will be on candidates who possess hands-on DEI experience; program development, design, and facilitation; established relationships, interaction, and collaboration with other state agencies; developed strategies and metrics to measure and obtain success.

The successful incumbent will possess the following competencies:

- Knowledgeable
- Mission driven
- Can do attitude
- Collaborate
- Customer focused
- Strong integrity and ethics
- Strong emotional intelligence, self-awareness, and management
- Ability to effectively , motivate, and inspire others
- Ability to think quickly in support of good decisions
- High quality judgement, decision making and discretion
- Ability to influence others
- Flexibility and adaptability
- Self-motivation and autonomy
- Resiliency
- Ability and willingness to resolve conflict and navigate complex people dynamics

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

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