

Raleigh, North Carolina, is seeking leaders to join our team as

Department of Equity and Inclusion Director



Raleigh



Guiding Principles

The City of Raleigh is committed to maintaining and improving itself and its assets. In those efforts, we follow a set of guiding principles.

City of Raleigh Mission

“To build a stable platform of evolving services for our community through which we champion positive and sustainable growth and realize visionary ideas for all.”

City of Raleigh Vision

“To pursue world-class quality of life by actively collaborating with our community towards a fulfilling and inspired future for all.”

City of Raleigh Statement on Equity from 2022 Equity Action Plan

“The City of Raleigh is committed to establishing and advancing an equitable community for all. Because we know that race is the primary predictor of a person’s outcomes across all social indicators and societal systems, the City of Raleigh will prioritize racial equity to dismantle the policies and systems that have created and sustained these inequities.

Inequities in our systems and policies are costly and limit positive outcomes and quality of life for all of us. When we achieve racial equity, all people in Raleigh will benefit from a more just, equitable system. Raleigh aspires to be a model for equity in local government.”

About the Raleigh Community

The City of Raleigh, founded in 1792, is the second largest city in North Carolina. It's both the county seat of Wake County (the largest county in North Carolina) and the capital of the state.

Driven by a strong economy and an outstanding quality of life, Raleigh is consistently ranked among the nation's best places to live and operate a business. Sustained population growth has created new development opportunities in Raleigh. The City has made strategic investments into new operational facilities, parks, transportation, transit, and affordable housing and is completing plans for a new consolidated Civic Campus. Similarly, reform of development standards has allowed more urban, transit-focused development and more diverse housing types to encourage housing choice and affordability.



Community Demographics

- Population growth: 467,655 in the 2020 Census (481,900 is the current estimate), up from 291,141 in the 2000 Census.
- Educational attainment: 54.33 % received their bachelor's degree or higher
- Median household income: between \$60,000 and 75,000
- Median home price: \$410,500
- Unemployment rate: 2.9%

For more information about the City of Raleigh, please see our "[Welcome to Raleigh](#)" video. Also, learn about [national recognitions for the City](#).

Form of Government

The City of Raleigh operates under a charter-mandated Council-Manager form of government. The City is governed by a Mayor and seven Council members, with the Mayor and two Council members elected at large and the remaining five Council members elected from five districts within the City. The Mayor and Council members each serve two-year terms, and all have an equal vote.

The City Council establishes policies, enacts ordinances, approves the City budget and appoints the City Manager, City Attorney and City Clerk. The Manager administers the daily operations and programs of the City through the department directors, other staff members and employees with the assistance of four Assistant City Managers.

The City Council is currently evaluating changes to extend the length of City Council terms.

Departmental and Organizational Equity Efforts

The Equity and Inclusion Department's focus is on embedding equity within our organization and the communities we serve. This team oversees issues related to persons with disabilities, gender identity, sexual orientation, race, ethnicity, community health, and social justice. Equity and Inclusion helps other departments develop equitable policies and manages all equity-related assessments, reporting, and action planning. The City of Raleigh is committed to the equal rights and equitable treatment of all residents, workers, and visitors. We aim to foster an inclusive environment where people of all backgrounds feel safe, respected and represented.

Key areas of service focus for the Department include capacity building through its training division, business support and inclusion through the MWBE program, organizational leadership on ADA implementation, celebration of diversity within the City of Raleigh organization and community, and development of policy tools and evaluation in collaboration with departments and City Council Boards and Commissions. The City Council has reflected the priority of diversity, equity, inclusion through the creation of multiple boards and commissions that advance human and civil rights, including issues of race, ethnicity, disability, policing, and substance use. Work to establish and advance engagement related African American priorities and reparative justice will be priorities for the new Director. The work of the DEI team is strengthened and supported by Core Team of committed leaders from across the City of Raleigh organization.





The 2022 Equity and Inclusion Action Plan provided four goal statements which included:

- 1** Raleigh employees are prepared to carry out equity work.
- 2** Raleigh is an inclusive employer of choice.
- 3** Raleigh practices inclusive and equitable engagement.
- 4** Raleigh facilitates inclusive planning, development, and growth to support communities of color.

These goals and additional aspirations to advance Equity and Inclusion are imbedded in the City of Raleigh's Strategic Plan and Comprehensive Plans. Updates planned to both documents in 2025 will continue to demonstrate leadership and commitment. Examples of current objectives and initiatives include:



Arts and Cultural Resources Objective 2: Identify, protect, and develop places, traditions, and activities throughout the city that recognize Raleigh rich and diverse history and cultivate innovative and diverse arts, cultural, and tourism opportunities.

Arts and Cultural Resources Initiative 3.2: Partner with the community to develop diverse and inclusive arts, recreational, and cultural programming that is affordable, geographically distributed, and representative of the community.

Economic Development and Innovation Initiative 3.3: Create partnerships and identify best practices that assist small, start-up, and minority-owned business development and education.

Economic Development and Innovation Initiative 4.5: Review and update the City's priority areas for economic development for equitable investment and job opportunities throughout the city and develop strategies that promote these areas and encourage developers to invest in these areas.

Growth and Natural Resources Initiative 1.1: Conduct a city-wide tree canopy cover assessment; establish canopy metrics and tree planting goals; and identify strategies to improve Raleigh's urban forest to meet climate, sustainability, resiliency, equity, and accessibility goals.

Growth and Natural Resources Initiative 3.1: Utilize an environmental justice mapping tool to enhance understanding of environmental inequities in our community and identify potential options for mitigation.

Organizational Excellence Initiative 3.1: Develop recruitment strategies to ensure the City attracts and hires diverse, highly qualified candidates, while leveraging strengths of the local workforce.

Organizational Excellence Objective 4: Embed equity throughout the City of Raleigh organization and in the services provided to the community.

Safe Vibrant and Healthy Community Initiative 3.3: Strengthen neighborhood social fabric through equitable community outreach, connection, engagement, and communication.

Safe Vibrant and Healthy Community Objective 5: Pursue efforts to build trust, transparency, and accountability in the City's policing services to provide a positive level of real and perceived safety in the community.

Transportation and Transit Initiative 1.1: Pursue opportunities and partnerships along high priority transit corridors to advance community priorities, develop specific land use strategies, and support equitable economic development.

Transportation and Transit Objective 5: Implement equitable transportation programs and service levels with a focus on promoting an inclusive and accessible transportation network.



Candidate Profile

The Director of the Department of Equity and Inclusion will demonstrate a balance of mastery of Equity and Inclusion principles, change management strategies, organizational leadership, and familiarity with local government operations. Successful candidates will demonstrate ability to provide strategic direction and visionary thinking to embed equity and inclusion into the organization through strong communication and collaboration.

Candidates will have experience with and vision for the following departmental needs:

- Ensuring implementation of City Council goals and policies, and achievement of performance expectations.
- Providing support to Boards, Committees, and Commission and working to facilitate alignment and priorities between City Council, Board, and Staff efforts.
- Develop partnerships, capacity building, and processes that will facilitate an organizational culture that institutionalizes the use of an equity lens designed to address structural barriers that interfere with access and equitable service delivery.
- Enhance community harmony and promote awareness of Raleigh's growing multiculturalism by recognizing and valuing the cultural differences in our community.



Compensation and Benefits

The City of Raleigh plans to offer a competitive salary commensurate with the successful candidate's qualifications and experience. When you join the City of Raleigh's work family, your benefits are an important part of your "total rewards." The City provides a comprehensive benefits package as part of the total rewards program to support employees through important events in their life, to enhance their life outside work, and to help them plan and prepare for the future. The City also participates in the North Carolina Local Governmental Employees' Retirement System (NCLGERS).

Application and Selection Process

Qualified candidates should submit their letter of interest and resume online by visiting our website at www.governmentjobs.com/careers/raleighnc. **First review of candidates will occur on September 16, 2024.** Following this date, applications will be screened against criteria outlined in this brochure. Virtual interviews with the City of Raleigh will be offered to those candidates selected as finalists, with reference checks, background checks, and academic verifications conducted after receiving candidates' consent. A pre-employment screening to include controlled substance tests will be conducted by the City.

For more information, please contact:

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Raleigh

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