

### *Senior Manager for Racial Equity and Justice*

#### **Description**

The Center for Effective Public Policy (CEPP) envisions a world where justice means strong, healthy communities for everyone. For the last 40 years, CEPP has worked with justice system professionals and their partners to improve their systems of justice and facilitate equitable, systemic, and sustainable change.

CEPP's existing portfolio of projects includes work in areas such as pretrial justice, parole and probation, and women involved in the justice system. Our team members have varied experiences and a deep understanding of justice-related issues. Our office is based in the greater DC area, but most of our staff members work from their home-based locations around the country.

CEPP seeks to add a full-time Senior Manager for Racial Equity and Justice to our team. This newly created position will support our [Advancing Pretrial Policy and Research \(APPR\)](#) initiative, an ambitious 5-year project that aims to achieve fair, just, effective pretrial practices every day, nationwide. APPR provides training and technical assistance to justice system professionals and their community partners, develops training programs and curricula, creates resources on emerging pretrial topics to help inform the field, and engages in the ongoing national dialogue on pretrial reform.

#### **Job Responsibilities**

APPR understands and acknowledges that institutional racism permeates our society and our justice system. Black, brown, and poor people are jailed at much higher rates than others. These disparities devastate the lives of the people and communities impacted and undermine the integrity of our system of justice. APPR believes and holds as one of its guiding principles that efforts to enhance pretrial justice must include deliberate strategies to eliminate racial, ethnic, gender, and economic disparities.

The new Senior Manager for Racial Equity and Justice will play a critical role in informing our efforts to improve pretrial systems in ways that increase fairness and racial equity. This position will report directly to the Project Director, serve on the project's Steering Committee, and chair the project's [Racial Equity and Community Engagement Committee \(RECEC\)](#). The responsibilities of the Senior Manager for Racial Equity and Justice will include, but not be limited to:

- Leading the project's efforts to weave racial equity and community engagement into all of the project's different components
- Supporting local jurisdictions and APPR team members in their efforts to address pretrial racial and ethnic disparities and to engage community in their work
- Creating resources (e.g., written documents, training materials) for justice system and community partners on racial equity and community engagement as they relate to pretrial justice

- Delivering training on racial equity to a variety of APPR audiences
- Serving as a member of the project's Steering Committee, which guides strategy for the APPR initiative
- Chairing the RECEC and managing and implementing the committee's work
- Advising the project team and CEPP about matters pertaining to racial equity and community engagement

### Qualifications

- Bachelor's degree required; advanced degree preferred. Direct experience (lived or professional) may be substituted in lieu of an advanced degree.
- 10 or more years of relevant advocacy, policy, and/or coalition-building experience, with experience in criminal justice, racial justice, civil rights, and/or equity issues.
- Direct experience meaningfully engaging community is strongly preferred.
- Deep knowledge about the justice system, preferably the pretrial phase.
- Ability to interact authentically with people; experience working in a variety of communities; cross-cultural competence; and experience working across race, gender, ability, class, and culture.
- Strong writing and presentation skills.
- A self-starter who enjoys creating and implementing new initiatives.
- Ability to work independently and as a collaborative team member in a virtual work environment.
- Willingness to travel (when travel is safe to resume).

### Compensation

\$120,000 – \$150,000, with excellent benefits

### How to Apply

Please submit a cover letter, résumé, and three original, professional writing and/or work samples (indicating the role(s) you played in the development of these resources) to Leilah Gilligan, Director of Operations, at [lgilligan@cepp.com](mailto:lgilligan@cepp.com). Please write "Senior Manager for Racial Equity and Justice" in the subject heading. Ideally, work samples will demonstrate your experience with and understanding of racial equity and its intersection with the justice system and may include written resources and/or presentation materials. Cover letters should summarize your experience and explain why you are interested in joining our team. **Applications received by May 15, 2021 will receive priority consideration.**

*CEPP is an equal opportunity employer. All qualified applicants will be considered for employment without unlawful discrimination based on race, color, creed, national origin, sex, age, disability, marital status, sexual orientation, military status, prior involvement in the justice system, citizenship status, current employment status, or caregiver status. CEPP values diverse experiences, including with regard*

*to educational background and justice system contact, and depends on a diverse staff to carry out its mission.*