

MORRIS & BERGER

Consultants in Executive Search

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Position Description

EXECUTIVE DIRECTOR

EQUALITY CALIFORNIA
(San Francisco or Los Angeles, CA)

EQUALITY CALIFORNIA:

Founded in 1998, Equality California (EQCA) works to achieve equality and secure legal protections for lesbian, gay, bisexual and transgender (LGBT) Californians. EQCA conceives, drafts, and sponsors legislation and coordinates efforts to ensure its passage, lobbies legislators and other policy makers, builds coalitions, develops community strength and empowers individuals and other organizations to engage in the political process. Because of its work, EQCA has helped move California from a state with extremely limited legal protections for LGBT individuals to a state with some of the most comprehensive civil rights protections in the nation. In the past decade, EQCA has successfully passed more than 70 pieces of civil rights legislation for the LGBT community, more than any other LGBT organization in the nation. EQCA is committed to building a better future for all Californians by protecting youth, strengthening families and empowering communities. Each year, EQCA monitors thousands of bills and leads the state's efforts to defeat legislation that could have a negative impact on LGBT Californians and their families. As a plaintiff and amicus in a number of cases on behalf of its members, EQCA has successfully defended California's domestic partnership laws and related state policies that have been implemented in response to EQCA-sponsored legislation.

Affiliated Organizations:

Equality California Institute (EQCAI) educates LGBT people and the public at large about issues impacting the LGBT community and its allies. EQCAI empowers and organizes individuals, communities and allied groups to work proactively for fairness, equality and justice. EQCAI leads Let California Ring, a public education campaign to open hearts and minds about the freedom to marry, and the Equality Alliance, a broad coalition of LGBT and non-LGBT groups working together to further human rights. The Institute also directs the LGBT Health and Human Services Network and is a sponsor of the California Transgender Leadership Summit and Queer Youth Advocacy Day.

Equality California sponsors a Candidate Political Action Committee and an Issues Political Action Committee (EQCA PACs). EQCA Candidate PAC endorses fair-minded candidates and supports the campaigns of policy leaders who advocate for full equality for all Californians. The Candidate PAC is involved in campaigns for statewide elected officials, members of the California

Legislature, members of the California Congressional delegation and judicial candidates throughout the state. EQCA Issues PAC supports ballot measure campaigns that promote the fair treatment of all Californians and opposes misguided efforts that could delay progress toward true equality. The PACs regularly communicate with EQCA members and encourage EQCA members to become actively engaged in political campaigns.

Although EQCA and EQCAI are separate entities with separate Boards of Directors, the Executive Director of EQCA (501c4) also serves as the Executive Director of EQCAI (501c3). EQCA Candidate and Issues PACs are sponsored by and are part of EQCA. For more information on Equality California and its affiliates, please visit www.eqca.org.

RESPONSIBILITIES:

Reporting to the Boards of Directors, the Executive Director is responsible for oversight and management of all programs as well as the fiscal health of EQCA. The Executive Director will work with a highly dedicated staff to advance the organization's legislative agenda, as well as provide the strategic direction and long-term vision of EQCA. He/She will motivate current supporters and establish new partnerships with like-minded organizations. The Executive Director will seek participation of the broadly diverse LGBT community and allies in government and relevant organizations/agencies. The Executive Director will oversee an annual budget of approximately \$3.6 million and a total staff of 20. With staff in Sacramento, San Francisco, Los Angeles, and Palm Springs, the Executive Director will travel throughout the state of California on a regular basis and across the country as needed.

Specific duties include, but may not be limited to:

- Leadership – Provide a clear vision and direction in the fight for LGBT equality and justice, and how it fits within the broader goals of social, racial and economic justice; develop a strategy to execute organizational initiatives, and devise and administer EQCA/EQCAI programs, policies, and procedures; motivate current supporters and attract new supporters to the organization; establish collaborative relationships with the grass-roots community; offer strategic vision for long-range issues as well as day to day initiatives; seek the participation of a broadly diverse alliance of LGBT people and allies in the government and community at large.
- Legislative Advocacy and Political Participation – Advance EQCA's legislative agenda, keeping abreast of political developments and legislation relevant to the mission of the organization; respond to political issues and challenges faced by EQCA and the LGBT community; establish and maintain strong working relationships with elected officials and related political organizations; build coalitions with groups within and outside the LGBT community to broaden the base of support; increase EQCA's emphasis and involvement in advocacy and the political arena; actively participate and encourage EQCA supporters to become involved in political campaigns and elections through EQCA PACs.
- Fundraising and Budget – Cultivate major individual donors, foundations, labor unions and corporations; maintain and strengthen ongoing relationships with current donors; develop

new donor relationships and initiatives in the community; provide overall direction in fundraising efforts; develop the annual budgets for EQCA and EQCAI for presentation to the Boards of Directors, monitor expenditures to ensure they do not exceed approved budgeted amounts, and regularly provide budget updates to the Boards of Directors.

- Community and Public Relations – Serve as the face of EQCA for external communication with media, LGBT organizations, and external audiences; use mainstream and LGBT media to communicate EQCA agenda to promote progress and goals; demonstrate visible leadership to LGBT community; work within and outside the LGBT community to lead outreach and education efforts, specifically regarding issues of concern to the LGBT community.
- Board Relations – Provide guidance to the Boards in establishing strategies and policies; maintain regular communication with Board members, keeping them apprised of matters needed for input and resolution.

DESIRED TRAITS AND CHARACTERISTICS:

The Executive Director brings demonstrated experience in the following areas to lead and guide EQCA and EQCAI: He/She will be a passionate, credible and articulate individual who will be able to successfully advocate on behalf of the LGBT community, and serve as a leader and visible spokesperson for LGBT issues in California. He/She will have strong interpersonal skills and will be a team player as well as a team leader and a relationship-builder. The Executive Director will have strong critical thinking skills and will display integrity, good judgment, diplomacy and sensitivity.

Strategic and results-oriented, the Executive Director will be a politically savvy collaborator and consensus builder, who has the ability to resolve conflicts, as well as reconcile divergent viewpoints. This individual needs to be a coalition-builder who can work on multiple levels with a wide variety of constituencies. He/She should be able to develop strong rapport and have the ability to work with the Boards as well as with a diverse staff and community. The successful candidate will have an inclusive leadership style that endorses collaboration and open communication. He/She will accomplish goals through motivation, the delegation of authority, and the use of systems that are designed for effective planning, evaluation and accountability. He/She will determine organizational and programmatic priorities for EQCA, both short-term and long-term.

The successful candidate will be a good listener who is accessible and who possesses the ability to adapt and respond effectively to change. He/She should ideally have experience with legal issues and be knowledgeable of California politics and legislation, specifically around LGBT issues. The successful candidate will have a strong work ethic, self-initiative, a good sense of humor, a high energy level, and a sincere dedication to the mission and philosophy of EQCA.

CAREER PATH LEADING TO THIS POSITION:

Ideally, candidates will have a strong background in leading a nonprofit organization; however, candidates from the public or for-profit sectors will also be considered. Experience or ability

reaching out to diverse communities and involvement in the LGBT community specifically is critical. Knowledge of the issues of concern to the LGBT community will also be required. The successful candidate should have a breadth and depth of knowledge regarding advocacy and legislation. Experience in an organization that values and promotes diversity is important. Experience lobbying or working on a political campaign will be helpful, as will specific experience in the state of California.

Success as a fundraiser or strong potential for fundraising, with the ability to secure gifts from individual donors, foundations, labor unions, corporations, as well as political organizations, will be important for this individual. Candidates should also have excellent communication skills, including proven public speaking ability for formal as well as impromptu presentations to a broad public. The ability to interact with a wide range of community-based organizations representing the range of the greater LGBT community is important.

Candidates must have demonstrated leadership skills in creating and managing diverse teams of professionals. It will be important for candidates to have the ability to set and implement organizational strategy and vision, as well as manage growth and change. The successful candidate will have knowledge and experience in organizational management principles and practices. He/She must possess and exercise the highest ethical standards, and will also need to have a comfort level with a broad range of diverse beliefs. The ability to apply sound judgment in complex decision-making situations is important. A background in law is particularly beneficial, though not required.

EDUCATION:

A Bachelor's degree is required. An advanced degree in a related field would be desirable.

COMPENSATION:

Salary and benefits commensurate with qualifications and experience will be provided. Relocation assistance may be considered, if needed.

TO APPLY:

Please direct inquiries, nominations, and applications, including resume and a letter of interest in confidence to:

Karin Stellar
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Glendale, CA 91203
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Electronic submission is encouraged