

[VIEW OUR WEBSITE > \(HTTP://WWW.NONPROFITHR.COM\)](http://www.nonprofithr.com)

[< VIEW ALL JOBS \(HTTP://NONPROFITHR.APPLYTOJOB.COM/APPLY/\)](http://nonprofithr.applytojob.com/apply/)

Nonprofit**HR** (<http://nonprofithr.applytojob.com/apply>) ▼

VP of Diversity, Equity, and Inclusion

📍 (Multiple states)

🕒 Full Time

🎓 Experienced

🔗 [SHARE \(HTTPS://NONPROFITHR.APPLYTOJOB.COM/APP/SHARE/APNCO8A\)](https://nonprofithr.applytojob.com/app/share/APNCO8A)



POSITION ANNOUNCEMENT

Organization: Planned Parenthood of Northern New England

Position: VP of Diversity, Equity, and Inclusion

Salary Range: 90,000 -105,000

Reports to: Chief Executive Officer

Location: Colchester VT, in the Burlington VT area

Alternative locations could include Concord, NH or Portland ME

ABOUT THE ORGANIZATION

Planned Parenthood of Northern New England (PPNNE) is the largest reproductive health care and sexuality education provider and advocate in northern New England with 21 health centers across Maine, New Hampshire, and Vermont. The mission of Planned Parenthood of Northern New England is to provide, promote, and protect access to reproductive health care and sexuality education so that all people can make their own choices about their reproductive and sexual health. When people have the knowledge and resources, they need to make informed and voluntary choices about their sexual and reproductive health, entire communities' benefit.

To ensure we continue to provide opportunities to the people within our community, Planned Parenthood of Northern New England has exclusively retained Nonprofit HR to assist in the recruitment efforts for its first VP of Diversity, Equity, and Inclusion.

ABOUT THE ROLE

The **VP of Diversity, Equity, and Inclusion** will serve as a critical member of the executive management team, and a thought partner with the CEO, participating in building and aligning organization-wide vision and strategy. This position will design, lead, and evaluate DEI initiatives while harnessing the energy and excitement of staff to move PPNNE forward in its work to become an anti-racist

organization. They will also collaborate with leadership on processes and systems that hold PPNNE leaders accountable for their support, implementation, and ownership of DEI in their departments.

ABOUT THE IDEAL CANDIDATE

The ideal candidate is a dynamic senior leadership professional who can build and execute thoughtful and ambitious strategies while ensuring operational excellence. The new VP of DEI will evaluate internal DEI goals, identify areas for improvement and direction for future efforts, and assess achievement of annual goals. This person will lead PPNNE's DEI Committee and facilitate additional opportunities for staff engagement in racial equity work in the organization. They will act as the primary point of contact when working with DEI consultants and other affiliate DEI leaders across the federation. They will be a clear, consistent, and empathetic communicator, someone who excels at relationship building, who naturally absorbs new information, and has a drive for excellence, synergy, inclusion with exceptional interpersonal skills. This position engages current and future staff who have diverse backgrounds and lived experiences. They will help resolve problems and build bridges among staff for matters related to diversity and inclusion. This includes facilitations, mediation and sometimes hard or uncomfortable conversations.

The ideal candidate will possess a bachelor's degree (Master's degree preferred), with a minimum of three to five years of management experience in roles focused on diversity, equity, inclusion, and social justice. The candidate will possess demonstrable knowledge of best

practices for diversity, inclusion and equity with prior experience in developing and fostering a diverse work environment. They should also possess knowledge of sexual and reproductive health care, education, and advocacy. Comprehensive understanding of and experience in healthcare and nonprofit organizations preferred; prior experience in a complex, multi-site organization will be critical to success in this role. They will possess demonstrable experience with measurement and metrics associated with diversity & inclusion. The position also requires knowledge of adult learning, group facilitation, and various training tools, with experience with internal consultation and working with senior management. A track record of successful change management, as well as crisis communications and strong interpersonal skills, is essential for success in this role, in addition to demonstrated experience in fostering employee-focused, team-centered collaborative work.

This role does require some travel, primarily between Burlington VT, Concord NH, Portland ME and intermittent travel to national meetings. For consideration, interested candidates should submit a cover letter and resume. Your cover letter must address your experience and the qualifications discussed above. Interested individuals are encouraged to apply immediately. To obtain further details about this opportunity, contact Jami Armstrong, Lead Search Consultant at Nonprofit HR at jarmstrong@nonprofithr.com.

Our Commitment to Diversity, Equity, Inclusion & Belonging

Nonprofit HR is committed to fostering and maintaining a work environment where diversity, equity, and inclusion (DEI) are fully integrated into everything we do for the benefit of our employees and the clients that we



serve. To fully realize our goal, we prioritize our understanding of the complexities of DEI within our workforce to inform our approach to talent management. We believe that this guides how we do our work, advise our clients to operationalize DEI and position our content and educational opportunities help strengthen the talent management capacity of the social impact sector.

Continue reading our about our commitment at [nonprofithr.com/deinow](http://www.nonprofithr.com/deinow) (<http://www.nonprofithr.com>).

Apply for this position

REQUIRED *

Your full LinkedIn profile will be shared. [Learn More](#)

Apply with LinkedIn

First Name *

Last Name *

Email Address *

Phone *

Address

Resume *

Attach resume or Paste resume

The following questions are entirely optional.

To comply with government Equal Employment Opportunity and/or Affirmative Action reporting regulations, we are requesting (but NOT requiring) that you enter this personal data. This information will not be used in connection with any employment decisions, and will be used solely as permitted by state and federal law. Your voluntary cooperation would be appreciated. [Learn more \(https://www.eeoc.gov/employees-job-applicants\)](https://www.eeoc.gov/employees-job-applicants).

Gender

Race/Ethnicity

Invitation for Job Applicants to Self-Identify as a U.S. Veteran

- A “disabled veteran” is one of the following:
 - a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under

- laws administered by the Secretary of Veterans Affairs; or
- a person who was discharged or released from active duty because of a service-connected disability.
- A “recently separated veteran” means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service.
- An “active duty wartime or campaign badge veteran” means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.
- An “Armed forces service medal veteran” means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Veteran status

- I IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERAN LISTED ABOVE
- I AM NOT A PROTECTED VETERAN
- I DON'T WISH TO ANSWER

Voluntary Self-Identification of Disability

Voluntary Self-Identification of Disability Form CC-305
OMB Control Number 1250-0005
Expires 5/31/2023

Why are you being asked to complete this form?

We are a federal contractor or subcontractor required by law to provide equal employment opportunity to qualified people with disabilities. We are also required to measure our progress toward having at least 7% of our workforce be individuals with disabilities. To do this, we must ask applicants and employees if they have a disability or have ever had a disability. Because a person may become disabled at any time, we ask all of our employees to update their information at least every five years.

Identifying yourself as an individual with a disability is voluntary, and we hope that you will choose to do so. Your answer will be maintained confidentially and not be seen by selecting officials or anyone else involved in making personnel decisions. Completing the form will not negatively impact you in any way, regardless of whether you have self-identified in the past. For more information about this form or the equal employment obligations of federal contractors under Section 503 of the Rehabilitation Act, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at www.dol.gov/ofccp (<https://www.dol.gov/ofccp>).

How do you know if you have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition. *Disabilities include, but are not limited to:*

- Autism
- Autoimmune disorder, for example, lupus, fibromyalgia, rheumatoid arthritis, or HIV/AIDS
- Blind or low vision
- Cancer
- Cardiovascular or heart disease
- Celiac disease
- Cerebral palsy
- Deaf or hard of hearing
- Depression or anxiety
- Diabetes
- Epilepsy
- Gastrointestinal disorders, for example, Crohn's Disease, or irritable bowel syndrome
- Intellectual disability
- Missing limbs or partially missing limbs
- Nervous system condition for example, migraine headaches, Parkinson's disease, or Multiple sclerosis (MS)
- Psychiatric condition, for example, bipolar disorder, schizophrenia, PTSD, or major depression

Please check one of the boxes below:

- YES, I HAVE A DISABILITY, OR HAVE A HISTORY/RECORD OF HAVING A DISABILITY
- NO, I DON'T HAVE A DISABILITY, OR A HISTORY/RECORD OF HAVING A DISABILITY
- I DON'T WISH TO ANSWER

PUBLIC BURDEN STATEMENT: According to the Paperwork Reduction Act of 1995 no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. This survey should take about 5 minutes to complete.

Your Name

Today's Date

SUBMIT APPLICATION

POWERED BY  (HTTPS://WWW.JAZZHR.COM)