



Join the team that's transforming
LA and the nation.

Los Angeles County Metropolitan
Transportation Authority

Executive Officer, Equity and Race

Metro is seeking an Executive Officer, Equity and Race to provide oversight and implementation of Metro's equity platform to ensure that all Metro plans, programs, and investments consider equity from the perspective of access to opportunities for LA County's most vulnerable populations and communities.

Join us.



Metro[®]

Essential Knowledge and Abilities

- > Racial, ethnic, socio-economic class, sexual orientation, gender and age-based initiatives focused to advance historically marginalized populations
- > Effective strategies that are designed to advance equity for all stakeholders
- > EEO and Affirmative Action rules and regulations
- > Meaningfully engage a wide variety of stakeholders in challenging dialogue and critical self-reflection around racial identity, implicit bias, systemic racism, structural inequities, etc.
- > Read, write, speak, and understand English
- > Prioritize and manage work to meet deadlines
- > Handle highly confidential information
- > Understand, interpret and apply policies, procedures, contracts, laws, regulations and labor/management agreements
- > Compile, analyze, and manage data
- > Communicate with various levels within and outside of Metro
- > Absorb and synthesize information quickly and adjust facilitation strategy accordingly

Key Duties and Responsibilities

- > Oversees and coordinates the equity platform portfolio across all Metro Departments; While Department heads and their staff will take the lead in developing and carrying out specific activities, this position will ensure that elements of the Platform as defined in its adopted “policy pillars” are applied appropriately to those actions
- > Incorporates definitions of equity consistent with the Platform’s focus on access to opportunity
- > Directly engages underserved communities that are potentially impacted by Metro policies, programs, projects, or services; and addresses potential problems actively and responsibly throughout those efforts
- > Identifies and carries out specific actions in partnership with other agencies or agents that are designed to improve access to opportunity via transportation
- > Recommends equity-based education for staff, stakeholders and the Board of Directors through research, trainings, and peer industry collaborations
- > Leads intra-agency coordination in support of, and between key equity initiatives; equity platform elements of the Policy Advisory Council; Identifies the medium- and long-range strategic plan actions necessary to build the national movement for racial equity in the agency as well as across the transportation sectors
- > Develops, convenes and supports a new Equity Advisory Commission, that will consist of a core group of equity thought leaders throughout the LA County area representing academia, foundations, and community representatives; facilitates and guides cross-disciplinary forums to address specific issues that Metro is facing
- > Serves as the key point person and liaison with stakeholders and the general public regarding equity issues; maintains and develops relationships with advocates, foundations, and governmental representatives to further effective implementation of the equity platform

- > Initiates, builds, and manages cohesive partnerships and professional relationships with stakeholders at all levels internal and external to Metro
- > Coordinates with the Department of Civil Rights on issues of mutual interest between equity-based policy and regulation
- > Provides reports to the Board on the implementation of the equity platform, and as required throughout the program
- > Contributes to ensuring that the EEO policies and programs of Metro are carried out

Experience and Education

- > Bachelor’s degree-Sociology, Social Anthropology, Ethnic Studies, Social Work, Public Administration, Human Resources Management or other related field
- > Five (5) years of senior-management level experience working in the area of racial justice and anti-poverty work focusing on the advancement of organizational cultures into one of inclusivity, equity, and diversity

Salary

- > The salary range for the Executive Officer, Equity and Race is HBB (\$153,004.80 - \$191,006.40 - \$229,008.00). Salary placement will be determined by education and experience.

Benefits

Financial Security

- > 401k Thrift Savings Plans
- > 457 Deferred Compensation Plans
- > CalPERS Pension Plan

Group Benefit Plans

- > Medical/Dental/Vision/Life Insurance
- > Health Care Spending Account
- > Dependent Care Spending Account

Time Off

- > Time off with Pay
- > 10 Paid Holidays
- > Maternity & Family Leave

Employee Perks

- > On-site Fitness Center & Classes
- > Agency-wide Fitness Challenges/Events and Wellness Fairs
- > Transportation Passes and Subsidies
- > Child Care Center
- > Employee Assistance Plan
- > Credit Union
- > Recreational Activities & Discounts

Application and Selection Procedure

To apply, send a resume, cover letter and three references to: LAMetro@walkeraac.com no later than 5 p.m. (PST) on Monday, August 12, 2019.

Metro/PTSC is an equal employment opportunity employer

Search Partner:

www.walkeraac.com



Questions: Email Constance Walker at cwalker@walkeraac.com. Do not call or email LA Metro about this position.