



Diversity, Inclusion, and Equity Ambassador

This newly expanded role will work with staff at all levels to implement strategies that advance organizational change, foster a positive and inclusive work environment for everyone, and ensure that diversity and inclusion considerations are incorporated in the decision-making process. This is up to a 20-hour-a-week position and reports to the HR Manager.

Chief responsibilities:

Organization Equity work:

- Develop, oversee, and advance organization's racial equity work plan and other initiatives that foster a diverse and inclusive workplace.
- Work across organization, including board, staff, and programs, to provide input about policy/practices from an equity lens.
- Provide system-wide direction/support/communication regarding diversity, equity, and inclusion.
- Collaborate with staff to enhance ongoing efforts to recruit and retain outstanding, diverse staff.
- Collaborate with staff to increase the presence of underrepresented families within Wonderland and an environment that encourages the success of all.
- Assess existing programs with program leadership and make recommendations to agency leaders related to equity, diversity, and inclusion.
- Assist in the analysis of outcomes and performance measures through an equity lens, and use this information to guide improvements in outreach, service delivery, and meeting our mission.
- Complete additional related duties as assigned.

Training/curriculum development

- Develop and deliver training materials that address equity and diversity.
- Assist staff with culturally sensitive issues.
- Stay current on best practices related to diversity and inclusion.
- Attend and represent Wonderland at county/state-sponsored equity training events.

Committee work:

- Lead and grow Wonderland's Equity Change Team, helping to define its goals, including review of existing Policies & Procedures and other agency documents.
- Represent Wonderland in county/state-wide committee work.
- Proactively build and maintain community partnerships and manage the seamless integration of racial equity initiatives among our partners, families, and staff.

Qualifications:

- Bachelor's degree preferred or equivalent experience in the area(s) of diversity, equity and inclusion.
- Two years specializing in diversity and inclusion, equal employment opportunity, affirmative action, and/or equity programs preferred.
- Ability to recognize and address barriers that might interfere with families getting access to our services.
- Demonstrated success working with organizational and cultural community partners.
- Experience with language equity issues and ability to speak another language preferred.

About Wonderland Child & Family Services

Wonderland Child & Family Services is a multi-program agency serving children from birth through age 12 with developmental delays, disabilities, and prenatal substance exposure. Founded 50 years ago, Wonderland's mission is to provide a strong and equitable foundation for children and their families with diverse needs and abilities to flourish through therapy, education, advocacy, and resources. We reach hundreds of families every month through Early Childhood Programs & Services and Hope RISING Clinic for Prenatal Substance Exposure. Our direct service providers are uniquely trained to provide trauma- and FASD-informed care.

Benefits Include:

- Competitive wages (DOE)
- Health, Vision & Dental Insurance
- PTO and generous paid holidays (including the last week of the year from December 25th through January 1st)
- Flexible Schedules
- 401(k) retirement plan
- Life and AD&D Insurance
- Health Care and Dependent Care Flexible Spending Accounts
- Training and Continuing Education
- Mileage Reimbursement

*Note: Benefits available to each employee dependent on FTE.

Office location: Shoreline, Washington. Initial training to take place in surrounding areas.

Hours: Part-time, 20 hours per week

To apply: Submit cover letter and resume to hr@wonderlandkids.org. No phone calls, please.

Wonderland is an Equal Opportunity Employer.