



**Idaho
Coalition**
Against Sexual &
Domestic Violence

Job Description Director of Social Change/ Director of Law & Policy¹

About the Idaho Coalition

The Idaho Coalition identifies, supports, and thrives as an intergenerational, multi-racial, multi-ethnic, multi-cultural organization for the benefit of our team, our work, and our movement to end gender violence. Our focus is girls and women, and people who are gender oppressed, who are impacted by or at risk of gender violence inextricably connected to and fueled by multiple, systemic oppression. Our approach works to interrupt the root causes of gender violence and the multiple systemic oppressions – sexism, racism, able-ism, hetero-sexism, and other forms of domination, extraction, and violence.

Shared Vision

Our shared vision is one of compassionate communities with social equity and collective liberation; where we see our own and each other's full humanity and everyone has the ability to thrive in a world rooted in interdependence, resilience, and regeneration.

North Star

Liberation for the last girl. Our north star is the embodiment of our vision, values, and purpose. How we understand a problem informs how we imagine solutions to be. The "last girl" concept means placing those most marginalized by society at the center of our work so the solutions we imagine can work for them. Understanding the lived-experience of the most marginalized populations and the impact of societal forces on their lives, helps us more fully understand the reality of those who are made invisible by many mainstream organizations. We need to upend this paradigm and amplify voices from historically marginalized communities and make the last girl's experience visible. When we intentionally center solutions on the last girl, then the root causes of violence will likely have been addressed for all.

Organizational Values

- **Compassion** - We see each other's full humanity with love and kindness, and intentionally turn toward others to end suffering and oppression.
- **Interconnection** - We understand our interdependence and the importance of authentic respectful relationships with one another and our earth.
- **Lead Boldly** - We cultivate an appetite for risk-taking, an openness to possibilities, and going into the unknown.
- **Social Equity** - We amplify voices, lived experience, and histories of marginalized communities to achieve shared power and an equitable distribution of resources.
- **Collective Liberation** - We move forward together knowing that our collective humanity is connected to the liberation of the most marginalized person in our community, the last girl.

¹ Title under review; may also be Director of Systems Change

Strategies to Influence Social Change

- **Center Solutions on the Last Girl**
 - Build alliances and power with and among communities marginalized by society.
 - Challenge institutions' and system' behaviors, culture, and policy that create the conditions for gender violence fueled by multiple, systemic oppressions.
- **Catalyze Change in Prevention and Response**
 - Convene learning communities (a group of people who share common emotions, values, or beliefs, are actively engaged in learning together from each other, and by habituation and serves as a cohort-based, interdisciplinary approach to education) to strengthen relationships, share knowledge and accelerate emerging practices in services and social change.
 - Challenge institutions and system behaviors, culture, policy, and power that create the conditions for gender violence and systemic oppressions through authentic conversations, calling in/interruption with compassion, and policy change.
- **Create Social Norms to Interrupt the Root Causes of Violence**
 - Promote social norms that interrupt the root causes of gender violence fueled by multiple systemic oppressions.
 - Move with multiple, coordinated strategies based on community needs, best and emerging practices, research, and an evaluative mindset.
- **Mobilize Movement**
 - Hold broad awareness of the socio-economic political horizon and knowledge of our interdependence and ecosystem in order to envision and reimagine what is possible.
 - Create conditions necessary for individuals impacted by violence to have agency and be leaders in the movement
 - Organize around common goals and build networks with allied social justice movements.
 - Identify those who are ready, willing, and open to change themselves, their behaviors, and structures and systems to mobilize a critical mass.

Primary Roles and Responsibilities of Director of Social Change/Director of Law & Policy

Organizational Influencer

- Bold alignment with and operationalization of the Idaho Coalition Strategic Framework and Theory of Change.
- Ready, willing, and open to examine own privileges and connections to power and/or oppressions so that we can be best able to do our work in a manner that is accountable to the last girl and serves our deep commitment to ending gender violence inextricably connected to and fueled by multiple systemic oppressions.
- Build authentic relationships with our team, our membership, our partners, and communities on the local, statewide, and national levels through practices such as showing up with your whole self, courageous conversations, interrupting with compassion, giving, and receiving feedback, moving beyond binary thinking and instead finding a “third way” and actively engaging in community events.
- Demonstrate adaptive leadership, an ability to respond, adapt to and thrive in rapidly changing conditions and a commitment to experimentation and an ongoing process of organizational transformative change.
- Serve as a strategic thought partner to the Executive Director and/or Director/s of Social Change and staff on the entirety of the organization.

Supervision/Mentoring

- Supervision and mentoring of four to five people using adaptive reflective leadership and coaching.
- Provide supervision, support, mentoring, coaching and encouragement to staff during all phases of program design and implementation of initiatives.

Content Expertise

- Stay abreast of the latest research on gender violence (domestic violence, sexual assault, stalking, adolescent relationship abuse and other manifestations of gender violence) inextricably connected and fueled to multiple, systemic oppression and the changing landscape to create real-world impact toward our commitment to be a learning community.
- *Law & Policy Director Only* - Stay abreast of the latest *legal* research on gender violence (domestic violence, sexual assault, stalking, adolescent relationship abuse and other manifestations of gender violence) inextricably connected and fueled to multiple, systemic oppression. Familiarity with state and national legislation and national issues related to legal systems.

Systems Connector/Influencer

- Provide leadership and oversight on initiatives and advocate for equitable, inclusive, and accessible approaches centered on historically marginalized communities.
- Cultivate authentic relationships to collaborate with Idaho community and tribal domestic and sexual violence programs, leaders and organizations connected to historically marginalized communities, social justice organizations and key stakeholders in governmental and nongovernmental institutions and systems as well as national allies.
- Engage in legislative policy work and/or systems policy change work at the state and/or national level

Communication

- Develop original content to be published (booklets, toolkits, newsletter articles) for capacity building on issues related to gender violence inextricably connected to and fueled by multiple, system oppression as well as social change tools and resources. and/or develop strategies to move our collective interrelated work forward.
- Create and deliver social change approaches or curriculum in service of long-term goals and the overarching initiative design.

Grant Development and Compliance

- Identify, research, and develop applications with multiple partners for federal grants or foundations that align with our theory of change.
- Ensure grant compliance while also fostering bold and adaptive leadership.
- Oversee the documentation, compliance, and reporting on organizational initiatives, grants, and foundations.
- Develop and oversee compliance with federal budgets.

Organizational Self-Care, Sustainability, and Regeneration Practitioner

- Radical self-care practices that provide a daily way to embody and sustain the change we hope to see within ourselves, organizations, and society.
- Practice Forward Stance to emphasize proactive and strategic actions to build successful and sustainable movements; to bring physical and experiential elements to movement building work and provides a way to “get out of our heads”; and to reflect

and understand that the mind, body, and spirit are interconnected in ways that allow for physical experience to enhance and shift the ways the mind can understand, absorb, learn, and imagine.

- Engage in physical practice as able to still our minds to reflect on our internal conditioning - to turn our gaze inward and become aware of our habits (unconscious repetitive acts).

Position is exempt and reports to the Executive Director

Qualifications- Director of Social Change

- **Supervision/Mentoring** - Experience with supervision and mentorship and a commitment to transformative and adaptive leadership, reflective supervision, shared leadership, and a strong desire to motivate to help our team thrive.
- **Content Expertise** - At least ten years of experience working as an advocate or other similar role to end gender violence (domestic violence, sexual assault, stalking and/or adolescent dating abuse) against girls and women and people who are gender oppressed or strongly related areas. Experience in content development rooted in a strong feminist and social justice analysis and understanding of movement building strategy across multiple social justice issues.
- **Systems Connector/ Influencer** - At least five years of systems change work with state-level systems. Ability to collaborate effectively with key stakeholders in institutions and systems with confidence, including ability to effectively facilitate meetings of key stakeholders and ensure historically marginalized voices are centered in the work. Demonstrate experience and/or ability to engage in legislative policy work and/or systems policy change work at the state and/or national level.
- **Communication** - Excellent ability to research and synthesize information and strong communication skills. Strong communications skills including excellent writing, editing and critical reading, preparing, and facilitating workshops or presentations, and strong oral communication skills; comfortable presenting information meetings and conferences, and representing the Idaho Coalition in the broader community and in the media.
- **Grant Development and Compliance** - Experience in developing federal grant applications and/or foundation applications and overseeing compliance and reporting of federal grants or foundation grants.

Strongly preferred but not required:

- Bilingual proficiency in Spanish
- Community organizing or grassroots mobilization

Qualifications- Director of Law & Policy

- **Supervision/Mentoring** - Experience with supervision and mentorship and a commitment to transformative and adaptive leadership, reflective supervision, shared leadership, and a strong desire to motivate to help our team thrive.
- **Legal Content Expertise** - At least ten years of civil and/or criminal legal experience working to end gender violence (domestic violence, sexual assault, stalking and/or adolescent dating abuse) against girls and women and people who are gender oppressed or in strongly related areas and currently licensed to practice law. If not licensed in Idaho, any candidate must take the next available bar exam and continued employment is dependent on passing the Idaho State Bar exam.
- **Criminal Justice/Civil Legal Systems Influencer** - At least five years of systems change work with criminal justice systems and/or civil legal systems and a commitment to address systemic gender, racial and other social implicit bias as well as the over-

criminalization and overincarceration that disproportionately impacts communities of color. Ability to collaborate effectively with key stakeholders in institutions and systems with confidence.

- **Policy Influencer** - At least five years of legislative policy work and/or systems policy change work at the state and/or national level.
- **Grant Development and Compliance** - Experience in developing federal grant applications and/or foundation applications and overseeing compliance and reporting of federal grants or foundation grants.
- **Communication** - Excellent ability to research and synthesize information and strong communication skills. Strong communications skills including excellent writing, editing and critical reading, preparing, and facilitating workshops or presentations, and strong oral communication skills; comfortable presenting information at meetings and conferences, and representing the Idaho Coalition in the broader community

Preferred strengths for Director of Social Change and/or Director of Law & Policy:

- **Strategic** - Analytical, intellection, learner, and strategic thinker.
- **Executor** - Self-motivated, detail oriented, deliberative, disciplined and highly organized and focused.
- **Influencer** - Strong communicator, self-assurance.
- **Relational** - Adaptable leadership; strong interpersonal skills with the ability to build relationships and communicate effectively and professionally with a diverse range of people. Awareness of Idaho's culturally specific communities and demographics and/or strong connections with marginalized communities and the organizations who serve these communities.

Dedication and ability to work flexible hours and to travel as needed

Location: Boise, Idaho

Start Date: Open until a candidate is selected.

Compensation: Salary is commensurate with experience. Benefits include medical, dental, vision and long and short-term disability coverage; 401K; pro-active health and well-being stipend; flexible hours; generous paid vacation and sick time off; and other types of paid leave.

Application: To apply for the position, please email a cover letter indicating which position you are applying for and resume to kelly@engagingvoices.org. In the subject line of the email type Application for [Director of Social Change or Director of Law & Policy]. No phone calls please.

The Idaho Coalition is an equal opportunity employer with a diverse multi-cultural staff. We highly value each of our staff member's unique life experiences and encourage people of all backgrounds to apply, including but not limited to individuals from racially or ethnically diverse communities, LGBTQ communities, and individuals with disabilities. Salary is based on experience and is complemented by excellent benefits.