

## **Missioner for Equity and Justice Position Description**

**Prepared:** September 8, 2020

**Reports to:** The Canon to the Ordinary

**Overview & Scope:** The Missioner for Equity and Justice (hereinafter referred to as “the Missioner”) serves as a member of the staff of the Episcopal Diocese of Washington. The Missioner is a member of the Formation and Leadership Team, and has responsibility and oversight over diocesan equity and justice initiatives, with particular emphasis and focus on antiracism, as well as other justice initiatives identified by the Diocesan Strategic plan such as racial and economic equity, immigration, police reform, LGBTQIA+ rights, prevention of gun violence, and creation care. The Missioner works collaboratively with the diocesan Race and Social Justice Committee and other diocesan equity and justice committees, task forces and commissions. In addition, the Missioner ministers with and advises equity and justice leaders throughout the Episcopal Diocese of Washington, and collaborates with ecumenical, interfaith and civic leaders in the District of Columbia and the counties of Montgomery, Prince George’s, Charles, and St. Mary’s, as well as government officials in the District of Columbia and the state of Maryland to build coalitions, promote, support, advocate, and take action on behalf of issues of equity and justice.

### **Responsibilities include:**

- 1) **Develop, establish, and oversee a comprehensive antiracism initiative** for the Episcopal Diocese of Washington with the goal to, “Bravely uncover, understand, reckon with and act to dismantle racism within ourselves, our faith communities, the Diocese and our localities.”
- 2) **Establish and lead a Diocesan Steering Committee on Equity and Racial Justice**, under the auspices of the Race and Social Justice Committee, to actualize the goal of developing opportunities for individuals, congregations, institutions and communities to research, understand, reckon with, and act to dismantle racism.
- 3) **Coordinate with diocesan staff and leaders** to ensure elements of equity and justice are incorporated in the implementation of the Diocesan Strategic Plan, and other diocesan initiatives, ministries, organizations, committees, liturgies, programs and events.
- 4) **Develop, implement and ensure equity and justice learning and training opportunities** for individuals, congregations, and diverse members of the diocesan community through the Diocesan School for Christian Faith and Leadership.
- 5) **Advise, work collaboratively with, and serve as diocesan liaison** between congregations, Diocesan Council, diocesan and church-wide committees, commissions, task forces, and other

organizations to develop, establish and evaluate equity and justice initiatives, actions and programs. These Diocesan organizations include, but are not limited to: the Reparations Task Force, the Racial Justice Task Force of Washington National Cathedral, the Sanctuary Committee of Washington National Cathedral and the Diocesan Hunger Fund.

- 6) **Work cooperatively with Diocesan consultants, trainers and facilitators** who provide support and counsel on the implementation of equity and justice goals, requirements and initiatives.
- 7) **Collaborate with Ecumenical, Interfaith and Civic Leaders** on equity issues, initiatives and actions.
- 8) **Initiate, plan, develop, recruit, participate in and evaluate equity and justice actions** in the Diocese of Washington and the DC Metropolitan area.

### **Qualifications:**

- Community organizing and “bridge building” experience among diverse communities
- Strong communication skills orally, in writing, and across various technical, and social media platforms
- Training, facilitation and leadership experience among diverse populations, especially in the area of multicultural and multiracial competency
- Commitment and passion toward the work of equity, justice and antiracism in all its manifestations
- Demonstrated success in coalition building across diverse communities and individuals
- Personal grounding in the Christian faith, discipleship, and Jesus’ “Way of Love”
- Deep knowledge of and experience in the Episcopal Church
- B.A., B.S. or equivalent degree from an accredited college or university
- Valid driver's license and the ability to drive to diocesan meetings and events

### **Work Environment:**

Dedicated office space at Episcopal Church House, online video and telephonic meetings, gatherings and conferences. Church House is a dog-friendly workplace.

**Compensation:** Salary commensurate with experience, generous paid leave and comprehensive benefits package.

**Equal Employment Opportunity Statement:** The Episcopal Diocese of Washington is an equal opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.

**Review of applications** begins September 21, 2020 and continues until the position is filled. Please send a letter of interest, resume and contact information for three professional references to Kathleen Hall ([khall@edow.org](mailto:khall@edow.org)).