Position Description

Equity & Inclusion Task Force

The Equity & Inclusion Task Force (EITF) commits to creating an environment where every member of the Coyote community can feel welcomed, heard, and validated as their whole self. Its function is to examine the institutional barriers that exist at Coyote and develop strategies and best practices to remove those barriers, centering equity, inclusion, and a sense of belonging both internally and externally. Alongside staff, the EITF plays both a supporting and active role in implementing change.

The EITF is comprised of 15-20 staff, board members, teaching artists, students, parents, and community members ages 14 and up, selected based on their commitment to social equity, their positionality within the organization, and their diversity of perspectives with regards to systemically underrepresented groups.

Responsibilities

- Engage in critical conversation surrounding equity and inclusion as it relates to Coyote
- Work alongside a DEI consultant to complete 2-3 projects throughout the year
- Consistently advise Coyote staff and leadership and develop strategies for organizational change
- Consciously strive to acknowledge internal biases and view everything through an equity lens
- Model active listening, curiosity, and a fearlessness to speak up for those who are silenced

Qualifications

- Competency listening to and problem-solving with a diverse group of individuals
- Understanding and acceptance of discomfort and time in the process
- Personal integrity and accountability
- Passion for creating equitable, connected, and invigorated spaces
- Willingness to work as a member of a team for the betterment of the whole
- Prior experience working with equity-related issues, caucuses, initiatives, or organizing is highly valued
- Applicants from historically excluded groups are highly valued and encouraged to apply

Commitment: EITF members serve a 1-year term and are eligible for re-application at the conclusion of each term, with a maximum of 3 terms per individual. Applications are open year-round and will be reviewed each November. Virtual and in-person meetings will be held the 2nd Tuesday of each month, from 5:30-7:00 PM beginning in January.

Compensation: Members are expected to attend at least 6 of the 12 annual meetings to receive an annual honorarium of $125, with an additional $25 per meeting after that (these amounts will increase after final approval at the end of 2022). The total will be paid out in December.

Please commit to attending as regularly as possible. A consistent presence helps us maintain momentum, ensures that diverse representation weighs in, and enables a strong sense of community. Guests are always welcome and highly encouraged!

Coyote is an Equal Opportunity Employer. We are committed to equity and cultural competency in all facets of our organization. Board members, parents, teachers, students, and community members of color strongly encouraged to apply.