OPEN POSITION **Date Posted:** 4/13/2009

UNITARIAN UNIVERSALIST
ASSOCIATION OF CONGREGATIONS

Updated: April 13, 2009
Position Title: Director of the Office of Racial and Ethnic Concerns
Staff Group: Identity-Based Ministries
Reports To: Director of Identity-Based Ministries
Location: Boston, Massachusetts (onsite) or Offsite
Grade: 13, full-time

Purpose: To provide leadership and develop strategies that facilitate Unitarian Universalism's welcome, inclusion, affirmation, and support of people of all races and ethnicities seeking a liberal religious community of love and justice; to serve as a resource and support to the UU people of color, multiracial, and Latina/o and Hispanic communities; and, to provide assistance to congregations and individuals working to end racism and to build culturally relevant, justice-centered, welcoming, and inclusive ministries.

Principal Responsibilities

1. Provides leadership in the development of new initiatives, strategies and programs that support successful ministries for ministers and other religious professionals who identify as people of color, multiracial, and/or Latina/o and Hispanic. Convenes the Diversity of Ministry Team.
2. Serves as Minister-at-Large for Unitarian Universalists from traditionally marginalized racial and cultural groups.
3. Advocates for policies and practices that affirm the cultural identities, develop leadership, and build supportive community among persons who identify as people of color, multiracial, and/or Latina/o and Hispanic, and other traditionally underserved racial and/or ethnic groups in Unitarian Universalism.
4. Consults with UUA Board of Trustees, staff, and committees on issues of race, ethnicity and culture, anti-racism and multiculturalism, including public worship, multicultural ministries, and cultural appropriation/misappropriation.
5. Guides the development of multicultural ministerial resources, including curricula, workshops, religious education resources, family camps, and publications.
6. Sustains a relationship with Diverse and Revolutionary UU Multicultural Ministries (DRUUMM), Latino/a UU Networking Alliance (LUUNA), and the Hispanic Minister's Caucus of the UUMA (HMC) to strengthen communications and networking between these groups and the UUA.
7. Develops and conducts workshops and seminars; speaks on theological, ethical, social, and legal issues of concern to people of color, Latinas/os and Hispanics, and multiracial people.
8. Cooperates and collaborates with other UUA staff groups, consultants and committees engaged in inclusion, anti-racism, and other anti-oppression work.
9. Supervises the Program Coordinator for Multicultural Congregations to promote culturally relevant, justice-centered, welcoming, and inclusive ministries.
10. Collaborates with the Program Associate for Ministry to Youth and Young Adults of Color and serves as an advocate for their work and the UUA's ministry supporting Youth and Young Adults of Color.
11. Performs additional duties as requested by the Director of Identity-Based Ministries, or in his or her absence, the Executive Vice President or the President.

This is an exempt Level 13 position (entry $51,800, midpoint $66,200). Our ideal candidate is a Unitarian Universalist minister, ministerial candidate or religious education professional. Must be able to work independently and as a team player with excellent organizational skills and experience working with religious professionals and lay leaders. Exceptional oral and written communication skills are required. Must have knowledge of anti-racism, anti-oppression and multiculturalism. Computer proficiency required, especially with MS Office programs and Outlook. Community organizing, group facilitation, organizational change, and conflict management experience are highly desirable. Individual must be involved in and knowledgeable about issues relevant to communities of color and Latina/o and Hispanic communities. Familiarity with UU congregations and Spanish/English bilingual ability are a plus. Significant travel required. People with disabilities, people of color, Hispanic/Latino/a and B/G/L/T/I/Q/Q candidates are encouraged to apply. Send cover letter and résumé—indicating "Director of Office of Racial & Ethnic Concerns" in the subject line—via e-mail (preferably) to careers@uua.org, via fax to (617) 367-3237, or to Human Resources, UUA, 25 Beacon Street, Boston, MA 02108.

About the UUA: The Unitarian Universalist Association is an historic, progressive, religious denomination headquartered on Boston's Beacon Hill. Our faith community of more than 1,000 self-governing congregations brings to the world a vision of religious freedom, tolerance, and social justice. Our normal workweek is 35 hours, we pay 80% contribution towards health insurance premiums, 11% towards retirement, and have generous paid time-off policies. We are a great place to work and are seeking to increase the diversity of our staff. The UUA is an Equal Opportunity Employer. For more information on the UUA, visit us online at UUA.org.