



WNY WOMEN'S FOUNDATION

All In Coordinator

Core Competencies:

- Strategic relationship cultivation: Employers (Business acumen), Entrepreneurs and Individuals
- Connect concepts, ideas and needs for innovation solutions.
- Strong foundation in intersectional diversity, equity, inclusion and belonging strategies and cultural systems change.
- Facilitate robust conversations and learning opportunities.
- Capacity to use data for functional application (employer surveys and outside research).
- Ability to inform messaging and communicate to catalyze change in hearts and minds and drive investment.
- Organizational competence to manage multiple projects simultaneously and achieve deliverables in a timely manner working symbiotically with teammates, Women in Leadership Committee members and community partners.
- Personal passion to advance women and drive equity.

20 hour/week position. Salary commensurate with experience with a budgeted ceiling of \$25/hour.

Why ALL IN?

The large majority of organizations are not designed for or by women. Historically, workplace policies and practices have not centered on women's needs, which may explain why women remain significantly under-represented in leadership positions and face many gendered workplace challenges. Instead of lifting the voices of women, our organizational cultures often mute, silence, or simply ignore the voices of those who make up 52% of the United States population. Organizational cultures are fraught with overt discrimination and harassment, or with unconscious bias and daily microaggressions. Instead of dismantling the organizational structures that oppress women, the onus is squarely placed on women to work harder, to break the glass ceiling, and to navigate the leadership "labyrinth," often on their own. Further, when gendered organizational policies and practices are identified, issues are presented as a binary woman/man issue rather than examining issues through an intersectional lens. Looking through the lens of intersectionality brings into focus the ways in which multiple dimensions of identity and social systems intersect leading to inequality. ALL IN is an intentional, intersectional, gender-forward approach to individual leadership development and systems change that seeks to center the lived experiences of women in the creation of equitable organizations.

ALL IN Goals

Through individual and collective action, ALL IN seeks to interrogate and change the systems that perpetuate gender inequity in our organizations by:

1. Eradicating bias and discrimination against women in leadership.
2. Honoring and centering women's leadership styles.
3. Building community, collaborations, and powerful networks that advance equity.

STAFF VALUES

Teamwork: We agree to work collaboratively and independently toward our common goal of advancing the mission of the WNY Women's Foundation. We commit to cultivating an environment of mutual dependability.

Respect: We agree to hold ourselves to a high standard of respect driven by empathy and open mindedness. This will be displayed through our conduct, both internally and externally.

Transparency: We agree to foster an atmosphere where clarity, honesty, and openness is the center of our communication. We agree to seek out/provide the appropriate amount of information to make informed decisions with regards to our interactions and our work.

Introspection: We agree to self evaluate our thoughts, feelings, actions, and work. We will hold ourselves accountable to the values of the foundation, which focus on building the possibility for others to live, grow, and lead to their fullest potential.

Candidates should send resume and cover letter to resume@wnywfdn.org.