



# ACLS Leading Edge Fellowship

<b>Position Title:</b>	Equity Design Program Manager
<b>Organization:</b>	Zora's House
<b>Location:</b>	In person (5 days/week) in office, Columbus, OH
<b>Stipend:</b>	\$70,000 in the first year, \$72,000 in the second year
<b>Benefits:</b>	Access to employer health insurance, professional development funds, and relocation funds
<b>Start Date:</b>	September 2024

## ORGANIZATION DESCRIPTION

[Zora's House](#) is a community space and leadership incubator located in Columbus, OH and designed to catalyze and support the dreams that women+ of color have for themselves, their families, and their communities. Through community building efforts, shared space, and programming, Zora's House works to dismantle barriers of systemic racism and sexism, and to ensure the full participation of women+ of color in the civic, economic, and cultural life of our community. As one of the very few nonprofits created, led, and shaped by women+ of color, Zora's House offers a long-overdue space for women+ of color to share their ideas, develop their leadership abilities, build skills, and work towards their creative dreams – all from a place of authenticity and wholeness.

## POSITION DESCRIPTION

As Central Ohio strives to recover from the pandemic and to become an equitable and inclusive city, it must address the deep economic disparities facing Black and Latina women+. Women+ of color have the most lived experience navigating obstacles to economic wellbeing but are often excluded from the processes, powerbrokers, and resources allocated to solve these challenges. Without Black and Latina women+ engaged in creating solutions, ineffective programs and policies are funded and implemented.

To disrupt this, Zora's House piloted the Women+ of Color Equity Design Institute (WCEDI) – a program whose mission is to train women+ of color “community experts” (i.e. those with lived experience) to sit at tables of influence as programs and policy are being designed in our community. Over the past two years we have designed the WCEDI program and curriculum, garnered over 140 applications from women+ of color across a range of socioeconomic statuses, and ultimately enrolled and graduated 63 women from the program with a design thinking credential. At the conclusion of the pilot, two local human services agencies were selected for a two-day design sprint with the recently trained women+ of color co-designers.

To build on the success of the pilot, we are seeking an Equity Design Program Manager to help us ensure the long-term sustainability of the Equity Design Institute. Over the next two years, the Equity Design Program Manager will:

- Help to revise and formalize our curriculum.
- Facilitate curriculum in a minimum of two community training sessions with a goal of credential an additional 30 community-based equity designers locally.
- Using the process established during the pilot, oversee and facilitate two “design sprints” with local organizations focused on areas of childcare, workforce, and/or affordable housing.
- Help to develop a business plan for the Women of Color Equity Design Institute including a description of the institute, an analysis of the competitive environment, products and services

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You may *not* contact the host institution to inquire about this position.

(certificate/credentials/fellowships), a 3–5-year implementation plan, and an organization and management structure.

- Co-design an interactive white paper or resource to share Equity Design learning and best practices with other communities.

Experience in human centered design and equity centered design is not necessary and will be developed during the Leading Edge Fellowship. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

### **Responsibilities and tasks:**

- Work with the CEO and Program Manager to iterate and formalize curriculum from the Equity Design Institute pilot program.
- Engage with partners throughout the community to understand how they might utilize the Equity Design Institute to support their program and policy development.
- Create and implement data collection instruments, such as surveys and questionnaires, as well as focus groups and interviews; to capture the impact of the Institute on participants and partners.
- Facilitate curriculum, trainings, and community education sessions on behalf of the Equity Design Institute.
- Develop a white paper and toolkit that encompasses the learnings and best practices of the Institute, to be used in other communities.
- Actively contribute to the implementation of organizational strategic goals and objectives; help advance the mission and values of Zora’s House.

### **Qualifications:**

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- You love interacting with community and believe that some of the best teaching and learning happens outside of formal classroom settings.
- You are a skilled facilitator and curriculum designer.
- You feel comfortable doing direct community outreach and engaging with external partners and stakeholders.
- You have experience breaking down complex topics for diverse audiences.
- You view this role as an exciting opportunity to learn about equity centered design and to equip women of color with the opportunity to create meaningful change in Central Ohio.
- Most importantly, you’re passionate about our mission and what you don’t know, you’re willing to learn!

*Preferred:*

- Experience engaging in racial justice and gender equity efforts.

### **APPLICATIONS**

- Information on the Leading Edge Fellowship Program: <https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships>
- All applications must be submitted through the ACLS Online Fellowship Application System ([ofa.acls.org](https://ofa.acls.org)).
- Application deadline: 9:00 PM EDT, March 13, 2024.

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