



President and
Chief Executive Officer

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OUR ORGANIZATION

The Diversity Center of Northeast Ohio (DCNEO) is a dynamic and impactful non-profit organization dedicated to eliminating bias, bigotry, and racism and building communities where all people are connected, respected, and valued. DCNEO promotes understanding, respect, and institutional equality on matters of race, age, religion, sex, ethnicity, culture, ability, gender identity, sexual orientation, and socioeconomic status.

In 1927, national civic leaders met in Cleveland in response to organized campaigns of hatred spreading across America. They formed The National Conference of Christians and Jews (NCCJ) to mobilize citizens against the forces of violence and exclusion. The Cleveland chapter of the NCCJ was among the first established. In September 2006, NCCJ of Cleveland became The Diversity Center of Northeast Ohio and joined the National Federation for Just Communities (NFJC) as a founding member. Given our current political and social environment, DCNEO's mission to eliminate bias, bigotry, and racism remains an important civic and social justice platform.

DCNEO achieves its vision through providing School & Youth diversity-centered workshops, camps, conferences, and retreats, as well as professional leadership programming, workforce training, and advocacy. *LeadDIVERSITY*, is a civic leadership program that raises participants' awareness of diversity impact by exploring the concept of diversity leadership and analyzing potential personal, workplace, and community impacts. *SHIFT* Consulting uses a data-driven process to design custom inclusion strategies that ensure inclusive and productive work environments.

Please visit our website for more information: <https://www.diversitycenterneo.org/>

THE OPPORTUNITY

This is an exciting time to join DCNEO as its new President and Chief Executive Officer. With a high-performing leadership team in place and an increasing nationwide focus on diversity, equity, and inclusion (DE&I) issues and impact, the organization has reached an inflection point in its ability to strengthen its resources and services for the greater good of the individuals, organizations, and communities they serve.

The position has been held for the past eighteen years by Peggy Zone Fisher, who has now made the decision to retire with the commitment to ensure the seamless onboarding of the incoming President and Chief Executive Officer.

The New President and Chief Executive Officer will bring strong strategic and visionary skills and lead various community, civic, business, and philanthropical organizations to new levels of engagement and impact in DE&I. Strategic collaboration, innovation, and partnership-building skills along with an entrepreneurial spirit, an empowerment mindset and strong expertise in the areas of fundraising and financial management are a must. With the full support of the Board of Directors, the new President and Chief Executive Officer will be highly successful in driving the long- and short-term strategies to accomplish the organization's critical mission.

COMPETENCIES AND RESPONSIBILITIES

- Broad understanding of the impact that DE&I plays in American society in general and the State of Ohio, Northeast Ohio, and Cuyahoga County in particular.
- Broad understanding of the roles, scope, and manner of financing non-profit organizations or social services in general, and the State of Ohio, Northeast Ohio, and Cuyahoga County in particular. This includes knowing and having interacted with major funders in Ohio, the region, and especially Cuyahoga County.
- General understanding of nonprofit management principles and responsibilities.

Strategic Leadership and Vision:

- Develop and implement the strategic direction and long-term vision of the organization in collaboration with the Board of Directors.
- Ensure that the organization's activities, programs, and initiatives align with its mission and goals.
- Continuously evaluate and refine strategies to adapt to changing social, cultural, and political landscapes.

Team Leadership and Development:

- Recruit, lead, and inspire a high-performing team, fostering a positive and inclusive organizational culture.
- Provide mentorship, guidance, and professional development opportunities to staff members.
- Foster collaboration, effective communication, and teamwork among staff, volunteers, and stakeholders.

Financial Management and Oversight:

- Ensure that the organization's goals and strategic plan serve as the basis for sound financial management, that solid budgeting and accounting systems are in place, and that appropriate financial controls and risk management strategies protect the organization's assets.

External Relations and Thought Leadership:

- Serve as the organization's primary spokesperson, representing DCNEO to various stakeholders, including community organizations, the media, government officials and the public.
- Build and nurture strategic partnerships and collaborations to amplify the organization's impact.
- Position DCNEO as a thought leader in the DE&I space through public speaking and participating in relevant conferences and forums.

Fundraising:

- Cultivate and maintain relationships with donors, foundations, corporations, and community partners to secure funding and resources.
- Oversee the development of effective fundraising strategies that create and sustain a diversified funding base to support the organization's ongoing operations and future growth.

Board Relations:

- Develop and maintain a strong working relationship with the Board of Directors as well as a system for sharing information that enables the Board to effectively carry out its governance role.

Administration:

- Work with staff to develop, maintain, and use systems, resources and programming that facilitate the effective operation of the organization toward the objectives of the strategic plan.

Qualifications:

- A minimum of 7 years of senior-level leadership experience, preferably with a DE&I focus.
- Demonstrated ability to think strategically, set priorities, and develop a vision of DCNEO for the future and how to get there.
- Demonstrated passion for DCNEO's mission and strong knowledge and understanding of issues related to DE&I.
- Proven track record of successful fundraising and resource development.
- Exceptional leadership and management skills, with the ability to inspire and motivate a team to achieve goals.
- Excellent communication and interpersonal skills, with the ability to build relationships with diverse stakeholders.
- Financial acumen and experience in budget management and financial oversight.
- Familiarity with the Northeast Ohio business and nonprofit community a plus.

If you are an exceptional leader with the qualifications, attributes, drive, and connection to the mission required to be extraordinary, we are extremely interested in speaking with you. Please submit your interest in confidence to either:

**If interested, please submit your resume to:
Leigh Mars at lmars@ratliffandtaylor.com**