



Washington State Labor Council, AFL-CIO
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April Sims, President • Cherika Carter, Secretary Treasurer

JOB POSTING: DIRECTOR OF RACIAL AND GENDER JUSTICE

The Washington State Labor Council, AFL-CIO, (WSLC), is seeking to hire a Director of Racial and Gender Justice as a full-time, permanent staff position. Widely considered to be the "voice of labor" in our state, the WSLC represents and provides services for hundreds of local unions throughout Washington state. The WSLC is the largest labor organization in our state, with more than 600 local unions affiliated with the WSLC, representing approximately 550,000 rank-and-file union members. You can learn more about the WSLC at wslc.org.

The Director of Racial and Gender Justice will be responsible for implementing the internal and external racial and gender justice programs and campaigns as outlined by WSLC Convention Resolutions. This position will also adhere to the mission and constitution of the Council, which states, "We shall combat resolutely the forces that seek to undermine the democratic institutions of our nation and to enslave the human soul. We shall strive always to win full respect for the dignity of the human individual whom our unions serve."

ROLE DESCRIPTION:

The Director of Racial and Gender Justice will:

- Review, develop, and meet the goals of WSLC Convention Resolutions on Race in 2015, 2017, 2019, and 2022, ending gender-based violence and gender discrimination, fighting for reproductive justice and respect for all working people, as well as defending our immigrant siblings and friends in the movement and our communities.
- Provide technical assistance to all affiliates of the WSLC who seek to develop racial and gender justice programs within their unions.
- Staff Committees and focus on achieving the goals of respective committees and affiliate participation.
- Provide resources (or direction to obtain resources) that WSLC affiliates can access regarding racial and gender justice programs.
- Coordinate and/or conduct educational programs for the WSLC and, upon request, for central labor councils and affiliates of the WSLC.

- Engage in outreach to community-based organizations that are committed to social justice and wish to engage the WSLC in campaigns, legislative efforts, etc., in the interest of racial and gender justice.

BACKGROUND:

Organized labor faces unprecedented, orchestrated, and frequent attacks from billionaires and bosses that seek to break the power of working people's solidarity. We continue to witness the murder of more Black and Brown people, Black Trans siblings, and young people. Our sisters, brothers, and siblings face these challenges against the backdrop of racism in our systems and in our movement. This position will be a key part of the strategy to align the power of Washington's labor organizations to challenge the structural barriers to ensure that everyone in Washington can thrive.

REQUIREMENTS:

- Extensive knowledge and experience in the trade union movement (at least five (5) years), preferably in leadership and/or staff position
- Excellent written and verbal communication skills
- Demonstrated ability to develop and facilitate basic training and education modules
- Demonstrated ability to work in coalitions
- Demonstrated ability to develop and successfully organize campaign teams, with a focus on union member and worker leadership development
- Critical thinking and the demonstrated understanding of Intersectionality (as defined by Kimberlé Williams Crenshaw) and other anti-racist, pro-equity models
- Available to travel, primarily within Washington state

A NOTE TO POTENTIAL CANDIDATES:

Studies have shown that women, trans, non-binary folks, and Black, Indigenous people, people of color (BIPOC), are less likely to apply for jobs unless they believe they meet every single one of the qualifications as described in the job description. We are committed to building a diverse and inclusive organization and are most interested in finding the best candidate for the job. That candidate may be one who comes from a background less traditional to our field of work, and that's okay. We would strongly encourage you to apply, even if you don't believe you meet every one of the qualifications described.

TERMS OF EMPLOYMENT:

The Racial and Gender Justice Director is part of the administrative staff of the WSLC and, as such, is part of the collective bargaining agreement between the WSLC and Office and Professional Employees International Union, Local 8. The Director is a member of OPEIU Local 8. The contract provides excellent wages, medical care, including dental and vision, vacation and holiday leave, and a defined benefit pension plan, along with an employer-matched savings plan. The salary range for this position is 94k - 121k a year.

This statewide position is full-time, salaried, and is subject to irregular work hours – including late nights, weekends, and holidays – based on organizational needs.

HOW TO APPLY:

Please submit the following materials to Willa Kamakahi, WSLC Executive Assistant to the President at wkamakahi@wslc.org:

- 1) Formal letter of interest, explaining your interests in and qualifications for the position
- 2) Resume with three (3) references.
- 3) Two (2) samples of your work that demonstrates ability to effectively communicate, develop trainings, or an understanding of racial and gender justice

The WSLC is an equal-opportunity employer. Black and Indigenous people, people of color, immigrants, women, LGBTQ+ folks, people with multilingual skills, disabled folks, and veterans are strongly encouraged to apply.

The start date for this position is as soon as possible and the position is open until filled.

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