

National Family Planning & Reproductive Health Association

Position Title: Vice President, Community-Building and Belonging
Reports to: President & CEO
Created: March 2024
Status: Exempt
Salary range: Target would be \$172,500

WHO WE ARE

The National Family Planning & Reproductive Health Association (NFPRHA) is a membership organization representing providers and administrators committed to helping people get the family planning education and care they need to make the best choices for themselves and their loved ones. NFPRHA works to enhance the ability of thousands of nurse practitioners, doctors, and other health professionals to provide high-quality family planning care through training and advocacy.

WHAT IS THE POSITION

NFPRHA is seeking a Vice President of Community-Building and Belonging to join the senior staff and lead the association's work to become anti-racist and dismantle white supremacy within the organization and the family planning field, partnering with and supporting the staff and supporting NFPRHA's membership in anti-racism work in their organizations.

The VP would lead the organization in incorporating our Board-approved anti-racism strategies into programmatic work, content and member services, operations and special initiatives. The VP will play a key role in advancing NFPRHA's anti-racism roadmap by designing implementation plans and accountability processes that enhance engagement and information-sharing.

The ideal person for this new role is an ambassador and advocate, a collaborative, agile leader committed to NFPRHA's mission of advancing and elevating the importance of family planning in the nation's health care system, especially for those working in and being served in the family planning safety net. Expertise in diversity, equity, and inclusion practices, organizational development, organizational transformation, and restorative human resources practices are critical.

The ideal candidate is an experienced DEI leader with a strong commitment to equity, racial justice, and reproductive health, who will bring curiosity, emotional intelligence, and a strategic outlook to the work. This person wants to make a long-term investment in NFPRHA's commitment to become an anti-racist organization and believes that people and organizations can and do change.

KEY RESPONSIBILITIES

Strategy

- Collaborate with the President & CEO and other senior staff to develop, implement and evaluate Board-approved strategies, goals and objectives of the organization.

- In partnership with the President & CEO and other senior staff, ensure commitment to the anti-racism roadmap. Collaborate with others to ensure inclusion and encourage a sense of belonging in NFPRHA's work.
- Stay abreast of best practices and developments in diversity, equity, inclusion, racial and reproductive justice, LGBTQ equity and gender equity, including participating in professional organizations and meetings in those areas.
- Develop relationships with coalition partner organizations and other organizations doing work on community-building and belonging aligns with NFPRHA, and represent NFPRHA at conferences, meetings, and events as needed.
- Develop the budget for Community-Building and Belonging in collaboration with senior staff.
- Member of the association's senior staff.

Community-Building

- Lead implementation of the association's anti-racism roadmap. Anticipate possible concerns and consequences across lines of difference and incorporate strategies to address these in implementation plans. Create tangible plans and metrics intended to ensure accountability to commitments and outcomes.
- Actively model and promote consultative decision-making processes to ensure the organization runs smoothly while still valuing all perspectives. Contribute to a culture where NFPRHA's staff have a sense of belonging and thrive in an equitable, inclusive, and supportive environment.
- In partnership with other senior staff, ensure that staff are included and valued as active participants in these efforts, understand and effectively execute their roles, and retain a strong commitment to this work.
- Lead a learning and development strategy that provides staff and NFPRHA members with pathways for development, including strengthen the capacity to connect staff across lines of difference both on an individual level and in large groups; capacity to enforce accountability, and learn the strengths and weaknesses of those who engage in this work so as to put people in a position to succeed.
- Keep Board and staff apprised of progress. Engage regularly and collaboratively with NFPRHA members on Community-Building and Belonging work; engage with the Board as appropriate.
- Identify opportunities to gain allies and expand engagement and relationships with racial and reproductive justice and other organizations and individual leaders whose work aligns with NFPRHA's mission and vision in support of NFPRHA's Community-Building and Belonging efforts.

Belonging

- Help to ensure that NFPRHA attracts, develops, and retains diverse talent through the use of best practices in building inclusive and engaged workplaces.
- Convene and catalyze NFPRHA member organizations and key staff in moving through transformation toward increased implementation of diversity, equity, and inclusion values and principles.
- Develop and deliver offerings, activities and trainings that center the historical context and present-day impact of racial inequity; the importance of racial equity and social justice; the ways in which race and other identities intersect and play out in the family planning safety net, within organizations and with communities our members serve;

- Organize and support NFPRHA member-led affinity groups organized in various ways to support individuals and organizations in advancing anti-racism work.
- Model and educate NFPRHA members and staff about the importance of being able to hear, reflect, and act on feedback about diversity, equity, inclusion and belonging with the intention to learn.

REQUIRED QUALIFICATIONS

- Ideal candidate would have significant knowledge of family planning and sexual & reproductive health issues, and established relationships within health care or reproductive rights, health and justice (RRHJ).
- Evidence of the ability to consistently make good decisions through a combination of analysis, wisdom, experience, humility and judgment.
- Able to act and react as necessary, even if limited information is available.
- Not afraid to take charge of a situation when needed but also willing to share power.
- Adept at recognizing resistance and willing to take unpopular stands when necessary.
- Highly developed situational awareness of diverse perspectives of members, staff, and coworkers in other functions.
- Ability to mentor, coach, and guide the activities of staff.
- A minimum of five (5) years of management experience.
- Experience working with affinity groups, employee resource groups or other formal/informal communities.
- Experience with budgeting and strategic planning.
- Experience with presenting and training to adult learners.
- Assist NFPRHA development staff to develop ideas for funders and prepare proposals/reports as needed. Monitor grant deliverables to ensure that grant-related requirements are met.
- Excellent problem-solving and critical-thinking skills.
- An entrepreneurial spirit.
- Excellent time management skills.
- Desire for continued growth and development and the capacity to inspire others.
- Willingness to support others and contribute where needed.

SPECIAL CONSIDERATIONS

- Willingness and ability to travel about 20% of time, if public health circumstances permit
- NFPRHA presumes that all staff work fully remote. NFPRHA maintains an office in Washington, DC, and staff may but are not required to work in the DC office. Nearly 70% of the sixteen full-time staff live in the DC region. We also have staff who live in Colorado, Minnesota, New York, and Vermont.
- Generous benefits package.
- Background and credit checks are required.

HOW TO APPLY

- Interested applicants should submit a cover letter and resume.
- Applicants are asked to address how they meet each of the required qualifications for this position; if this information is not included in the resume, please discuss it in the cover letter.

- If you submit your materials by email, please send them to hr@nfprha.org and include “VP, Community Building & Belonging” in the subject line.
- Resumes without cover letters will not be considered.
- No phone calls, please.