



Job Title: Director of Government, Community, Racial & Social Justice

Salary/Benefits: Competitive with generous benefits package

General Description of the Position's Function and Purpose:

The Director will lead the Indiana State Teachers Association's Government, Community, Racial & Social Justice department. This department carries out ISTA's activities associated with the legislature, the Indiana Department of Education and other state agencies and coordinates the engagement of ISTA members and community allies in supporting ISTA's legislative and policy goals. The department oversees statewide strategies to address human and civil rights inequities within Indiana with emphasis on racial and social justice. The department coordinates political action including the development of state, regional and local coalitions focused on issues of common concern including school referendums, school board elections, state legislative and other state-level offices, and statewide issues. The department trains staff and local leaders regarding community legislative and political action.

Responsibilities:

- Leads/manages ISTA's efforts to collaborate with and support communities of color and other allied organizations/coalitions to address racial and social inequities in Indiana's public-school system
- Directs all ISTA's state-level legislative and political action programs to build bipartisan support for pro-public education priorities, this includes direct lobbying and managing staff lobbyists
- Leads/manages school referendum and school board election advocacy
- Builds and maintains positive working relationships with policymakers, ISTA leadership, members, community partners and other key stakeholders in support of ISTA's goals
- Sets expectations, develops plans, and manages processes to assess, improve, and maintain the integrity of our advocacy process
- Collaborates effectively with all ISTA department directors, work teams and staff on issues as needed
- Works as a liaison with the National Education Association on legislative, political, and racial and social justice issues on behalf of ISTA
- Supports the ISTA Executive Director in political initiatives and the development of strategic partnerships on related matters
- Leads strategic work teams as assigned



- Develops training for members, local ISTA leaders and allied community partners on power building, strategy, and our key issues (racial and social justice, school funding and policy, professionalism in teacher, etc.)
- Manages the department budget, program, and staff (i.e., three to five professional and associate staff)
- Ensures compliance with internal policies and procedures within all responsible areas
- Ensures compliance with relevant state lobbying and PAC regulations and ensures that all ISTA's legislative and political work is done in an ethical/legal manner
- Serve on the management and leadership teams in making strategic decisions for the organization as a whole
- Other duties as assigned by the Executive Director

Required Qualifications, Skills and Experiences:

- A bachelor's degree is required.
- Prior experience in diversity, equity and inclusion strategies, legislative/political action and/or lobbying and public policy analysis
- Prior management experience required
- Broad knowledge of public education and related issues
- Organizing (legislative/political campaigns, community and/or union)
- Advocacy (legislative, political, or issue-based)
- Strategic campaign planning and implementation
- Effective team leadership
- Project management
- General supervision of staff and staff development
- Budget management
- Ability to qualify as a registered lobbyist for the State of Indiana
- A valid driver's license and insured vehicle in good driving condition is necessary.
- Ability to work long and/or variable hours, including evenings and weekends.

Preferred Qualifications, Skills and Experiences:



- A master's degree
- K – 12 education public policy experience
- Indiana legislative advocacy and/or election work
- Voter data analytics knowledge/experience
- Community organizing
- Understanding of NEA state affiliate structures, governance, and traditions

Location:

This position works out of the Indianapolis Headquarters office.

About ISTA:

ISTA is a professional association organized to sustain quality public education, improve students' educational opportunities, and advance the professional status of educators.

Our purpose is to develop and organize members as leaders, professionals, and active citizens to improve the professional status of educators and educational opportunities for Hoosier kids.

ISTA represents roughly 40,000 public school teachers and education support professionals across Indiana.

Learn more about ISTA at [ista-in.org](http://ista-in.org).

The Indiana State Teachers Association provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics.