

Yale Law School Law and Racial Justice Center Executive Director

Yale's recently-announced [Law and Racial Justice Center](#) (RJC) seeks a dynamic Executive Director to help launch and lead this new initiative. The RJC seeks to bring together New Haveners, Yale students/staff/faculty, local government officials, and local and national experts to design and implement projects to promote racial justice. The RJC's preliminary theory of change is that intentional community engagement, multi-disciplinary collaboration, and student-centered experiential learning opportunities will yield the creative problem-solving required to tackle our most pressing racial justice challenges.

Based on initial conversations with students, faculty, and members of the New Haven community, the RJC intends to begin with projects focused on 1) transforming public safety and 2) supporting individual mobility and community wealth building. (Additional details about these projects can be found below.)

The Executive Director (ED) will have the responsibility to further develop the RJC's vision and put that vision into practice. The RJC will start small—the founding team consists of the ED, faculty director James Forman, Jr., and an administrative assistant—and will grow over time by hiring fellows and other staff.

Specific responsibilities of the ED include:

- Building relationships with local community leaders and Yale students/staff/faculty with the goal of making the RJC a trusted, credible institution to which a wide range of stakeholders turn for ideas and action;
- Developing and executing a strategic planning process;
- Leading and overseeing the development, administration, and implementation of RJC programs;
- Representing the RJC to the broader university, New Haven community, and other stakeholders;
- Developing and implementing a communications and public relations strategy, including creative use of social media;
- Teaching and co-teaching classes, including the [Law School Access Program](#);
- Supervising student research and writing projects;
- Hiring, training, developing, and managing RJC staff, including fellows and community consultants;
- Developing and maintaining the RJC budget;
- Leading fundraising efforts, including grant writing, reporting, and donor development and stewardship.

Candidates must have the following qualifications:

- Practical experience—ideally at least five years—advocating for racial justice;
- Substantial administrative experience;
- Experience working in or with community-based organizations.

Additional preferred expertise, traits, and experience include:

- Experience with budgeting and fundraising;
- Experience teaching and/or working with students;
- Experience working in or with state and local government;
- Experience helping a range of stakeholders from diverse backgrounds identify a shared mission and vision;
- Research and writing experience;
- High level of emotional intelligence;
- Excellent interpersonal skills, including listening skills;
- An orientation towards collaboration.

The ED is expected to be in residence in the New Haven area and begin the appointment Jan. 4, 2022. Interested candidates who are unable to begin (or be in residence) by that date should still apply; please note in your cover letter when you can start and/or be in residence. The ED will receive a competitive salary (commensurate with experience) plus Yale University benefits.

Application materials should be sent by email to racial.justice@yale.edu and include the following:

- Cover letter describing the candidate’s qualifications and including a statement of the candidate’s racial justice interests/experience;
- CV;
- For applicants with a J.D., law school transcript; for all other applicants, undergraduate and graduate school (if any) transcripts;
- Sample of policy, advocacy, or scholarly writing (do not include co-authored pieces);
- Three letters of recommendation (to be submitted directly by the recommender to racial.justice@yale.edu).

Below please find additional details about the RJC’s initial program areas.

Transforming Public Safety

A national consensus is emerging that the mechanisms we currently look to for public safety—police, prosecution, and prisons—can cause enormous harm. But there is less agreement regarding what to do instead. If we have fewer police, who will respond to citizens in need? If we have fewer prosecutors, who will hold wrongdoers accountable? If we have fewer prisons, what will keep us safe? These questions can be answered, but they

don't answer themselves. Those who critique the old world must imagine and build its replacement. The RJC will advance this work by helping to envision and implement transformative public safety projects in New Haven. These projects will seek to rely less on police, prosecutors, and prisons and instead promote non-punitive government- and community-led responses. Projects will be interdisciplinary and will emerge from conversations with local residents, national community activists and leaders, Yale students/staff/faculty, and local and state government officials. Among the first jobs of the Executive Director will be to listen, learn, and organize those conversations.

Individual Mobility and Community Wealth Building

In 2020, a group of Yale Law School students and Professor James Forman, Jr. launched the [Law School Access Program](#) (A2LS), an innovative pipeline program for first-generation, low-income, and under-represented minority students from New Haven and CT who wish to pursue a legal career. Effective Jan. 4, 2022, Access to Law School will become part of the Racial Justice Center, and the ED will take a lead role in implementing and growing the program. The RJC will build on the early success of A2LS and look to develop additional pipeline programs in other parts of the University and throughout the state. In addition, the RJC will look for opportunities to move beyond individual mobility programs into community wealth building efforts. As with the transforming public safety project, this work will grow out of listening and convening efforts with New Haveners, Yale students/staff/faculty, and government officials.

Non-Discrimination Policy

Yale University considers applicants for employment without regard to, and does not discriminate on the basis of, an individual's sex, race, color, religion, age, disability, status as a veteran, or national or ethnic origin; nor does Yale discriminate on the basis of sexual orientation or gender identity or expression. While Yale University conducts background checks on all employees before finalizing a hiring decision, the RJC welcomes applicants regardless of criminal history and will never use an applicant's criminal history as the sole reason not to hire them.