

CITY OF ANN ARBOR, MICHIGAN  
**DIRECTOR OF  
ORGANIZATIONAL EQUITY**



EXECUTIVE RECRUITMENT



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# CITY OF ANN ARBOR, MICHIGAN

## DIRECTOR OF ORGANIZATIONAL EQUITY

### THE POSITION IN BRIEF

The City of Ann Arbor, Michigan (pop. 123,851) seeks a leader in diversity, equity, inclusion, and belonging to serve as its first Director of Organizational Equity. The Director will be a member of the senior leadership team reporting to the City Administrator. They will serve as a strategic partner and advisor to the City Administrator and as a coach and collaborator with fellow senior leaders as they work together to establish an equity lens for policy and decision making and transform the City into an actively anti-racist organization.

### THE CITY

Ann Arbor, or “A2” as it is locally known, is the county seat of Washtenaw County and is situated 40 miles southwest of Detroit and 25 miles from the Detroit Metro Airport (DTW). The community has received numerous [recognitions and awards](#) for its quality of life, including Most Educated City, Walk Friendly Community, Top 100 Best Places to Live, Best Digital City in the U.S., and Tree City USA.

Ann Arbor is most well-known as the home of the University of Michigan, which influences many aspects of the city’s economy and culture. The university’s 45,000 students and thousands of alumni who call Ann Arbor home make the city an attractive hub for research and technology. Attractions such as the Museum of Natural History, the Hands-On Museum, and the Kelsey Museum of Archeology make science and technology accessible and engaging for residents and visitors of all ages.

The city’s proximity to the [Huron River](#) offers an assortment of outdoor recreation activities, including canoeing, kayaking, fishing, boating, and a 104-mile inland paddling trail. Wintertime recreation opportunities include snowshoeing, cross-country skiing, and ice skating. The city earns the nickname “Tree Town” with 159 parks, miles of hiking trails, and the Matthei Botanical Gardens. Nearby communities like Ypsilanti, Chelsea, and Dexter offer even more arts, culture, and recreational attractions to Ann Arbor residents.



### DEMOGRAPHICS & RELATED DATA

(Source: [U.S. Census Bureau](#))

Median Age **27.5 years**

Median Household Income  
**\$69,456**

Median Home Value  
**\$346,800**

Poverty Rate **23.4%**

#### Race/Ethnicity

- 69.5%** White only
- 17%** Asian only
- 7.0%** Black/African-American only
- 4.6%** Hispanic/Latino
- 4.7%** Two or more races

#### Educational Attainment

- High school diploma or higher  
**97.6%**
- Bachelor’s degree or higher  
**77.3%**





## CITY OF ANN ARBOR

### VISION

A unified team, creating and sustaining excellence.

### MISSION

To deliver exceptional services that sustain and enhance a vibrant, safe, and diverse community.

### CORE VALUES

- We are accountable to the public we serve
- We are committed to the pursuit of excellence in all of our endeavors
- We value our integrity and are completely trustworthy
- We are proper stewards of the public trust and environment
- We work as a team on behalf of our community
- We ensure that we perform all of operations safely



**10** city council members are elected from **5** wards



The City has a FY2023 **budget** of **\$525M**



**800** full-time equivalent positions across all funds.

## THE CITY ORGANIZATION

The City of Ann Arbor operates under the Council-Manager form of government, with 10 city council members elected from five wards. City council races are partisan and members serve staggered four-year terms. The Mayor is the presiding officer and a voting member of City Council and is elected every four years in a partisan race concurrent with the state gubernatorial election. City Council meets at 7 p.m. on the first and third Mondays of the month. The City Administrator, who is appointed by and serves at the pleasure of the Mayor and Council, is the head of municipal government operations and is responsible to City Council and residents for the efficient and effective administration of Ann Arbor.

The City has a FY2023 budget of \$525M and 800 full-time equivalent positions across all funds. Departments are organized into five different service areas: City Administration, Community Services, Financial & Administrative Services, Public Services, and Safety Services. They are overseen by Service Area Administrators who are generally equivalent to Assistant City Administrators. The City has seven collective bargaining units.





## DIRECTOR OF ORGANIZATIONAL EQUITY

Ann Arbor City Council adopted the Resolution to Support One Community Initiative and Ongoing Equity Work ([R-18-291](#)) in July 2018 in an acknowledgment of existing disparities in employment in the City organization and inequitable quality of life outcomes in the community. The City began to progress toward this goal by partnering with Washtenaw County, joining the Government Alliance for Race & Equity (GARE), implementing citywide equity training, and publishing quarterly equity reports.

With the establishment of the Director of Organizational Equity position in 2021, the City Council seeks to build on this developing infrastructure and realize measurable, sustainable improvements in equity and inclusion both within the City workforce and in the Ann Arbor community. To that end, they appointed a City Administrator with the commitment and expertise to champion equity in Ann Arbor.

The successful candidate will have the opportunity to shape the Organizational Equity function from the ground up. While the Director will be situated within Human Resources, they will also work closely with the Office of Sustainability & Innovation, which is where much of the City's community outreach is concentrated. Current staffing for Organizational Equity includes a community engagement professional, and the Director will be expected to quantify and advocate for additional resources as part of the larger strategic vision for the function. Anticipated areas of focus at the outset will include policy and culture, training and development, performance management, recruitment and retention, and refining ongoing data gathering and analysis.



## IDEAL CANDIDATE

The ideal candidate is a strategic leader with the ability to articulate and co-create a vision and translate it into outcomes and change. Therefore, candidates who can demonstrate a combination of competencies such as group facilitation, change management, organizational development, emotional intelligence, strategic planning, and/or project management will receive highest consideration. The ability to listen, demonstrate empathy, and work effectively with people with diverse backgrounds, communication styles, and personalities is essential. The candidate should also possess the ability to communicate with candor and diplomacy, a comfort level with a remote and hybrid workforce, and a willingness to consider non-conventional approaches to advancing equity and inclusion.

## QUALIFICATIONS & REQUIREMENTS

- Bachelor's degree in Public or Business Administration, behavioral or social sciences, or relevant discipline is required
- At least five (5) years of progressively responsible experience delivering solutions related to diversity, equity, and inclusion within a complex organization is required
- Demonstrated knowledge and understanding of diversity, equity, and inclusion principles, practices, policies, and trends is required
- Demonstrated organizational management and leadership skills, along with direct supervisory experience, is required
- Master's degree and/or relevant certification is strongly preferred
- The City of Ann Arbor has a mandatory COVID-19 vaccination policy for all employees







## COMPENSATION & BENEFITS

The salary range for this position is \$96,749-125,774. The City offers a range of benefits to its employees. More information can be found on the [Ann Arbor Human Resources page](#).

## HOW TO APPLY

Apply by June 10, 2022, at [www.GovHRjobs.com](http://www.GovHRjobs.com) to the attention of Dele Lowman, Senior Vice President, 630 Dundee Road, #225, Northbrook, IL 60062. Tel: 847-380-3240 x141.

## EEO STATEMENT

The City of Ann Arbor is proud of its diverse workforce and its commitment to equal opportunity. We do not discriminate on the basis of a person's actual or perceived race, color, religion, national origin, gender, age, condition of pregnancy, marital status, physical or mental limitation, height, weight, source of income, family responsibility, educational association, sexual orientation, gender identity, or HIV status in any aspect of our hiring or employment process.



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