



CHIEF DIVERSITY, EQUITY, AND INCLUSION OFFICER



EXECUTIVE RECRUITMENT



Oakland County, MI (pop. 1,274,395) County Seat: Pontiac/Waterford. Oakland County is located in southeast Michigan, immediately north of Detroit. With a population of 1.2 million and covering over 900 square miles, Oakland County offers cosmopolitan urban centers, lakefront living, historic town centers, and natural country settings within close proximity to an array of employment opportunities. Providing the diversity of choice vital to attracting and retaining a skilled workforce and high quality of life: 38,000 businesses, 1,100 foreign-owned firms from 39 countries, call Oakland County home, the county blends the State's most robust economy with an unmatched quality of life. This diversity makes Oakland County unique and competitive. Oakland County's annual gross domestic product (GDP) is \$100 billion, which represents 23% of the state of Michigan's total GDP.

Oakland County Census Demographics at a Glance

1,274,395 Total Population

Land Area: 907 Square Miles

Persons under 18 years: 21%

Persons over 65 years: 18%

Bachelor's degree or higher: 48%

Diversity

White alone: 71%

Black or African-American: 14%

Asian: 8%

Hispanic or Latino: 5%



Housing, income & lifestyle

509,589 Households

Owner-occupied housing: 71%

Median home value: \$252,800

Median gross rent: \$1,100

Total employment establishments: 39,023

Total employment: 723,903

Median household income: \$81,587

Persons in poverty: 7.8%



Oakland County Government

The County is governed by an elected County Executive, David Coulter, and a 21-member Board of Commissioners who are elected by district for a two-year term of office. The Chief Diversity, Equity and Inclusion Officer (CDEIO) is an appointed position and serves at the pleasure of the County Executive. The CDEIO is responsible for coordinating executive efforts to cultivate a welcoming, diverse, inclusive, and equitable culture throughout all aspects of the County’s internal and external community.



“My administration is about inclusion, collaboration and give county residents a voice in the future of their county.”
– County Executive, David Coulter

Oakland County’s Top 15 Largest Employers

Oakland County is home to a large health care and automotive organizations, strong entrepreneurial activity and innovative employers.

Company	Industry
Beaumont Health	Healthcare system
Stellantis NV	Automobile manufacturer
General Motors	Automobile manufacturer
Ascension Michigan	Healthcare system
Henry Ford Health System	Healthcare system
U.S. Postal Service	Postal service
Oakland County	Government
Trinity Health	Healthcare system

Company	Industry
Magna International of America	Automotive supplier
Trinity Health Michigan	Healthcare system
Flagstar Bancorp	Financial Institution
Rochester Community Schools	School district
Comerica Bank	Financial Institution
Continental Automotive Systems	Automotive supplier
Oakland University	Public university



Challenges/Opportunities for the Chief Diversity Equity and Inclusion Officer

The successful candidate will have the opportunity to make a significant and profound impact on the County and its unique communities. In their role, the CDEIO must serve as a confident consensus builder committed to the tenets of transparency, collaboration, and inclusive excellence as they lead the County's diversity, equity, and inclusion work.

- **Drive the County's Comprehensive DEI Vision** – Oakland County is committed to the goal of operationalizing equity by taking actions to integrate diversity, equity, and inclusion within our county operations. As a government organization with a commitment to public service and influence on public decision-making, Oakland County has a responsibility to identify, challenge and change systems that perpetuate injustices and create disparate outcomes for marginalized and disadvantaged individuals and communities. We are continuously taking actions to integrate diversity, equity, and inclusion into all county operations as well as setting measurements to identify progress or areas of opportunity. We will hold ourselves accountable to this commitment through continuous education around structural and systemic inequities and intentional incorporation of equity and inclusion in all policies, practices, and programs.
 - **County-wide Leadership** – The CDEIO, as part of the County Executive's senior leadership team, will work in partnership with county administrators to address Oakland County's diversity, equity, and inclusion needs and provide vision and leadership in the development of new programs and initiatives that advance the County's efforts toward achieving inclusive excellence. The CDEIO must serve as a visible and highly interactive leader when working with stakeholders to establish trust amongst stakeholders and implement best practices across the County.
 - **Leading the Progress: Diversity, Equity and Inclusion** – The CDEIO will lead the development of a department structure where expertise in diversity, equity, and inclusion matters and best practices are shared across the County's internal departments and external communities and implemented appropriately according to the needs of each. In doing so, the CDEIO will play a central role in leveraging the County's resources within the existing infrastructure, while identifying the functions, duties, and expertise that should be provided by the new position. Careful and continued assessment of County needs will be necessary in order to ensure that the department is nimble, appropriately sized, and operating as a cohesive team committed to advancing the County's diversity and inclusion efforts.
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- **Leading Engagement and Building Trust** – In guiding diversity, equity, and inclusion efforts toward achieving the goals set forth within the County Executive's strategic framework and the Oakland Diversity Council, the CDEIO will strive to foster an environment that is highly focused on engaging County employees, community leaders, residents and businesses. In doing so, the CDEIO will ensure that trust is established between the County and key stakeholders and roads of communication remain open, honest, and promote the creation of formal and informal partnerships.
 - **Long-Term Planning** – The CDEIO plays a critical role in the development and execution of a comprehensive plan for addressing the County's long-term diversity, equity and inclusion infrastructure needs internally and externally. In managing Oakland County's distributed footprint, this individual will be responsible for not only identifying and addressing current needs within the County's various departments and local communities, but also bearing in mind national trends that may affect them differently in the future.

Leadership and Responsibilities

Serving as a member of the County Executive's senior leadership team, the CDEIO leads and works collaboratively with County internal departments partners as well as community partners to elevate inclusiveness and implement best practices related to diversity, equity, and inclusion. The CDEIO will review and assess data on diversity and inclusion for Oakland County, develop diversity strategies and initiatives, and implement the County's diversity, equity, and inclusion strategic goals .

- ◆ Providing strategic vision, leadership, and organizational and administrative oversight of county-wide programs and services for diversity, equity, and inclusion initiatives; designs and implements policies and procedures.
- ◆ Lead the Oakland Equity Council, a voluntary group of employees from county departments who are committed to creating a culture that respects diversity, equity, and inclusion.
- ◆ Establishing, a process to achieve accountability and coordination of diversity, equity, and inclusion efforts to drive positive change in all aspects of the county.
- ◆ Advising the County Executive, other Countywide Elected Officials and Department Directors on issues relating to diversity and inclusion and acting as a leadership voice in enabling and ensuring Oakland County adheres to its values and is an inclusive community for all stakeholders.
- ◆ Representing the County Executive and the County in various community, state, and regional activities intended to advance diversity, equity, and inclusion efforts.
- ◆ Assessing diversity and cultural progress through analyzing and synthesizing data from benchmarks, national surveys, climate surveys, and annual reports; creating metrics to measure the quality and effectiveness of programs and services responsible for enhancing diversity, climate, and inclusion.
- ◆ Keeping current on best practices and emerging trends in diversity, equity, and inclusion and bringing that knowledge to inform program and policy development.
- ◆ Engaging in an analysis of the County diversity, equity, and inclusion infrastructure to make recommendations to the County Executive's senior leadership team regarding departments, employees, and resources strategies to advance diversity and inclusion.
- ◆ Performing additional duties as assigned by the County Executive and Deputy County Executives..



Qualifications and Experience

The County is seeking applications from individuals who are strategic, innovative, and visionary leaders with proven experience in leading diversity, equity, and inclusion initiatives. The County welcomes candidates with public or private sector experience who have a successful record of advancing implementation strategies that demonstrate commitment to promoting a welcoming and inclusive environment

Candidates should have:

- ◆ Substantial administrative and strategic planning experience;
- ◆ A baccalaureate degree and ongoing formal and informal learning with a focus on diversity, equity, and inclusion;
- ◆ Deep understanding of and passion for the work of diversity, equity, and inclusion; a willingness to be a leader, ambassador, and catalyst for change in a complex and dynamic county work and residential environment, respecting all constituent groups using current and proven best practices for efficient and successful results; knowledge of current diversity, equity, and inclusion issues with a clear understanding of the importance of an inclusive and diverse environment in a county or similar setting;
- ◆ Ability to lead with both a decisive and consultative style, foster open communications, and proactively build positive relationships with diverse constituencies;
- ◆ Experience in working collaboratively and effectively with various constituencies on strategies around diversity, equity, and inclusion;
- ◆ A strong and confident listener and communicator who brings a calm presence, establishes credibility with many and varied constituencies, builds consensus and engenders trust based on integrity, critical thinking, and excellent interpersonal skills;
- ◆ Ability to advise the County's leaders and institutional action in the face of complex, employment and social community issues.



Preferred qualifications:

- ◆ Master's degree from an accredited college or university in a relevant field of study;
- ◆ Five years or more of progressive relevant experience in a leadership position;
- ◆ Demonstrated ability to apply and contribute to state and national best practices;
- ◆ In-depth knowledge of human development, training and change management;
- ◆ Proven track record of developing new initiatives to meet organizational needs; and
- ◆ Well-developed skills in facilitating inclusive dialogues.





COMPENSATION AND HOW TO APPLY

Salary range is \$145,271 to \$194,633, DOQE.

Apply online at www.GovHRjobs.com with resume, cover letter, contact information and three (3) professional references. Oakland County is an Equal Opportunity Employer and values diversity, equity and inclusion and seeks candidates who represent a variety of backgrounds and perspectives. Questions regarding the position may be directed to the attention of Jaymes Vettraino, Vice President, GovHR USA, Tel: 847-380-3240.

Candidates will be reviewed upon receipt of application, with preliminary reviews to be completed by September 19, 2022.

[CLICK HERE TO APPLY](#)

***Credit for contributing to the narrative, data and photographs: Oakland County and census.gov.*

OAKLAND COUNTY, MI