



Associate Director of Equity, Inclusion, and Outreach

The mission of the Aloha Foundation is to inspire people of all ages to learn, explore, grow, and become their best selves.

Position Summary

The Associate Director of Equity, Inclusion, and Outreach (EIO) is a full-time position for the Aloha Foundation. This position will oversee the equity and inclusion efforts at the Aloha Foundation. This position will lead outreach & recruiting efforts, building and sustaining partnerships with local and regional organizations. The Associate Director of EIO ensures a culture within the Aloha Foundation that upholds innovation, life-long learning, adaptability, institutional and personal growth, and relationship-building across differences.

This full-time year-round position works on-site in Fairlee, Vermont. A significant amount of time of this position is dedicated to outreach and recruiting and relationship building with partners, new families, and current community members. The Assoc Dir. Of EIO also spends intentional time at each camp and program throughout their season. The Associate Director of Equity, Inclusion, and Outreach reports to the Executive Director and establishes meaningful working relations with all staff.

Key Responsibilities

- Provides leadership, vision and the advancement of a collaborative and coordinated approach to outreach, equity, and inclusion
- Develops and sustains partnerships with local and regional organizations to recruit and retain staff and youth from historically underrepresented groups
- Develops and sustains broad ranging partnerships to recruit and retain campers and participants in support of the strategic goals
- In collaboration with program leaders, assesses the new camper experience and leads efforts in new family experience creating a welcoming community experience for all campers, participants, staff, and families
- Designs systems for assessment of equity and inclusion initiatives and creates plans for continuous improvement
- Assesses and updates equity and inclusion-related policies, procedures, staff manuals, staff training sessions, and related materials
- Serves as a lead facilitator in the ongoing education and training for a diverse group of full-time staff, seasonal staff, and community members
- Designs and implements intentional programming for campers to support positive culture that aligns with the goals of each program, supports the needs that arise, and supports the vision and mission of the Foundation



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- Actively support and guide staff and campers through identity-based issues and conflicts during the camp season and beyond
- Creates content for the website, social media content, Aloha Foundation publications
- Leads the Facilitation Fellowship Team to develop the co-facilitation skills needed to deliver pre-camp trainings, and high-level facilitation throughout the camp season
- Produces regular reports about equity and inclusion efforts and progress for the Executive Director and Board of Trustees
- Serves on the senior leadership Steering Team
- Other duties as assigned

Qualifications

- 5+ years of experience designing and facilitating trainings to a wide range and size of audiences and groups
- 5+ years working with children in a school or camp setting preferred
- 3+ years of experience in outreach, recruiting, or community building
- Skilled in project management, with the ability to prioritize and meet active deadlines
- Skilled in developing systems for evaluation, with the ability to implement and adapt over time
- Proven success working collaboratively and developing sustained relationships with colleagues, parents, and community leaders
- Excellent writing and communication ability
- Strong work ethic and high level of integrity
- Proficient and comfortable with technology
- Bachelor's degree or equivalent experience is preferred

Compensation

This is a full-time salaried position with benefits. The salary is competitive and commensurate with experience.

About the Aloha Foundation

The Aloha Foundation is a Vermont-based non-profit organization that provides summer camps, family camps and education programs emphasizing simplicity, the outdoors and living in community. Our programs serve a range of campers and participants from children to older adults, individuals, groups, and families.



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The Aloha Foundation is an inclusive organization that welcomes people from all backgrounds. We do not discriminate on the basis of race, color, national origin, religion, sex, age, mental or physical disability, sexual orientation, gender identity, marital status, minor children, receipt of public assistance, HIV status, or place of birth with respect to employment and volunteer participation.

Please submit cover letter and resume as a single PDF to:

humanresources@alohafoundation.org