

**Racial Equity and Economic Mobility Greenville (REEM)
Executive Director
Position Description**

Organizational Context: The Greenville Racial Equity and Economic Mobility Commission (REEM) was formed in August 2020 by a group of community leaders to convene around matters of racial inequities, social justice, and disparities in key areas that negatively impact the Black community in Greenville County, South Carolina. REEM's three founding partner organizations include United Way of Greenville County, the Greenville Chamber of Commerce, and the Urban League of the Upstate.

The partners appointed 35 community leaders to serve on a commission to develop recommendations for REEM's work which culminated with a report to the community and is attached (**Appendix A**). United Way of Greenville County serves as the fiscal sponsor of REEM and a governing board has been established (**Appendix B**).

Mission: To develop strategies and partnerships that eradicate race-based disparities and inequities impacting the Black community in Greenville County.

Vision: A Greenville County where racial equity is absolute, and prosperity is accessible for all in the Black community.

Position Overview: The Executive Director will be a visionary, dynamic leader who can develop and execute implementation strategies for each of the six core commission recommended focus areas. The Director will galvanize community support for REEM's mission and vision through individual and collective learning, reflection, and action. The Director will lead a team of staff and volunteers in the creation of a courageous and collaborative space and hub to centralize data, expertise, resources, programming, and relationships that will advance race and economic mobility for Black residents in Greenville County. The Director will also drive REEM's internal and external functions, including strategy, communications, community engagement, research and data functions, and fundraising.

Key Skills, Experience, and Expertise:

- Demonstrated understanding of systemic racism, economic mobility and the policies, laws, and practices that can serve as levers of change.
- Self-initiating and ability to thrive in an ever-evolving environment.
- Ability to have difficult discussions and facilitate discussions about race and systemic racism with diverse audience.
- Ability to galvanize and influence people and organizations with diverse perspectives.
- Ability to use data and research for decision making and conveying key messages.
- Strong and demonstrated interest in the Greenville, SC area.
- Movement-minded with a value for centering and sharing decision-making power with Greenville's Black community.
- Ability to develop collaborative, transformative, accountable and respectful relationships with community members, leaders, other institutions and groups.

- Intellectual curiosity, growth mindset, willingness to explore uncharted approaches, and ability to create a continuous learning environment internally and externally.
- Strong management skills, ability to manage multiple tasks and priorities, prioritize work, maintain deadlines, and ensure quality work.

Location: Greenville, SC

Position Classification: Full-Time, United Way of Greenville County Exempt Staff Member

Reporting Relationships: The Executive Director will report directly to the REEM board chair and broader board, and will be accountable for reporting of financials, implementation of strategies, improvement across a set of agreed upon metrics, management of staff and volunteers, and programming. The Executive Director will also have a dotted line to the President/CEO of the United Way of Greenville County given United Way of Greenville County's role as fiscal sponsor.

Currently, the Executive Director will have two direct reports as per that attached organizational chart (**Appendix C**). The Executive Director will be responsible for management and evaluation of the staff utilizing the tools provided by United Way of Greenville County's Human Resources and Talent department. The number of staff may change over time depending on goals, objectives, and resources.

Compensation: Compensation for the position is competitive and commensurate with experience.

Submit your resume and cover letter directly to careers@reemgvl.org with Executive Director, REEM in the subject line. Qualified candidates that bring a diversity of thought, experience and background are encouraged to apply. We offer competitive compensation based on prior experience and qualifications as well as comprehensive benefits in order to best support our people. Benefits we offer include: health, dental and vision insurance. We are an equal opportunity employer and value diversity. All employment is decided on the basis of qualifications, merit and business need.

Resources:

- **Appendix A:** [Commission Recommendations Report](#)
- **Appendix B:** REEM Board of Directors
- **Appendix C:** Organizational Chart
- **Appendix D:** [Ground Water Metaphor Document](#)
- **Appendix E:** [Racial Equity Index research](#)

APPENDIX B

REEM Board of Directors

Meghan	Barp
Karen	Baynes-Dunning
Jerry	Blassingame
Craig	Brown
Cleve	Christophe
Merl	Code
William	Crawford
Pastor Sean	Dogan
Jessica	Donan
Robert	Hughes
Angela	Jenkins
Ray	Lattimore
David	Lominack
Dr. Keith	Miller
Carlos	Phillips
Rhonda	Rawlings
Dr. Burke	Royster
Minor	Shaw
Chief Howie	Thompson
Will	Whitley
Dr. Gail	Wilson Awan

APPENDIX C

RACIAL EQUITY AND ECONOMIC MOBILITY (REEM)

