Adoptive Parents of Color Collaborative

a different kind of adoption organization
serving adopted children of color and their families

DIRECTOR OF PACT'S ADOPTIVE PARENTS OF COLOR COLLABORATIVE (APCC) POSITION SUMMARY

Pact, an Adoption Alliance, is actively recruiting a Program Director for our Adoptive Parents of Color Collaborative (APCC), to coordinate and grow our national network of adoptive families led by BIPOC parents. We are looking for a leader with a deep understanding of child welfare and adoption, ideally a BIPOC adoption-constellation member. We are looking for a leader who will build coalitions with a diverse group of individuals, someone who has the skills to engage and network on a national level and design innovative programs that serve underserved communities. This position reports directly to Pact's Executive Director. Remote work options available.

ADOPTIVE PARENTS OF COLOR COLLABORATIVE (APCC) MISSION

APCC is working to uplift the voices, values, and experiences of adoptive parents of color. We know the system of adoption has led to uneven access to support and resources for African American, Latinx, Asian, Pacific Islander and Native/Indigenous communities. Our goal is to provide a space for adoptive parents of color to build community, receive and provide peer support, and participate in educational activities with other families that reflect their experiences within adoption. Children and families thrive when they are part of a larger community that not only reflects their unique experiences, but also builds on the child-centered, race-conscious, honesty-based approach to adoption and family that Pact is known for. We want to:

- **Create an inclusive community of adoptive parents of color nationally**
- **Give voice to this community**
- **Provide support and education specific to this community**
- **Promote not only the services of APCC but also the services Pact offers for adoptive and foster families headed by parents of color**

RESPONSIBILITIES

Building on more than five years of program growth, this is an opportunity to build a national network of coordinated communities that share an ethical, honesty-based, anti-racist approach to adoption.

- Engage and build relationships with diverse groups at national level, including both community members and professionals/organizations
- Engage, manage and support volunteers
- Build and support programs that serve families both within and outside of the Bay Area (both in-person and virtual) for a broad set of family types and with children of all age ranges
- Hold space for gender- and queer-inclusive community (and other underserved communities)
- Seek out the right resources (expertise, funding) to accomplish program goals
- Deliver programs with limited resources
- Develop & coordinate special events to generate funds, attendance and/or increased membership, volunteers and/or clients for the organization
- Plan, track, and implement budget
- Locate & book facilities, food, entertainment & equipment and generally administer all aspects of events
- Attend to and/or oversee all aspects of the smooth operation and presentation of the program and resolve problems as they arrive
- This job requires travel to Pact Family Camp sites (travel, room and board included) for up to 10 days each. Camps occur in July and August, one in California and one in Georgia.

SKILLS, ABILITIES & EXPERIENCE

Our ideal candidate will have strong demonstrated interpersonal and organizational skills, and knowledge and/or experience of adoption. Ideally they can lead educational forums on the intersections of adoption, race and identity. Applicants of color with experience supporting parents and children with developmentally-appropriate programming are encouraged to apply.

REQUIRED:

- 2-3 years of previous administrative/leadership experience
- Demonstrated strong organizational skills (time, resource, and project management)
- Demonstrated ability to communicate clearly and persuasively via writing and public speaking
- Well-developed intercultural and interracial communication skills
- Experience facilitating inclusive group discussions and difficult conversations
- Innovative thinker with growth mindset on serving constituents
- Experience with adoption constellation (adoptees, adoptive parents, first/birth parents)
- Clearance of mandatory State/Federal fingerprinting and licensing requirements

PREFERRED:

- Experience working in a non-profit organization with volunteers
- Experience planning events and tracking/managing expenses
- Digital/social media marketing experience
- Experience with parent education
- Experience in trauma and special needs
- Experience with social work

COMPENSATION AND BENEFITS

This position is currently 32 hours/week with potential to increase to full-time (40 hours/week). Full-time annual salary range is $65-85K depending on experience. Health care benefits are provided immediately and 401K retirement savings after 1 year. Residence in the Bay Area/California is not required, although travel to Pact headquarters in Emeryville, CA will be required quarterly.

TO APPLY

Interested candidates should send their resume and cover letter to jobs@pactadopt.org. Please put “APCC Director” in the subject line. Applications will be reviewed on a rolling basis until the position is filled. Please do not call the office with inquiries. Pact follows the Federal E.E.O.C. guidelines in the hiring process and celebrates diversity in its staff team.

ABOUT PACT, AN ADOPTION ALLIANCE

Pact is a different kind of adoption organization—honest, child-centered, and anti-racist.
Since 1991, Pact’s mission has always been to serve adopted children of color. In every case, the child is always our primary client. In order to best serve children's needs, we provide not only adoptive placement but lifelong education, support, and community. Our goal is for every child to feel wanted, honored and loved, a cherished member of their communities with proud connections to their cultural heritage. We advocate for honesty and authenticity in matters of race and adoption. We strongly believe that adopted children's and adults' connections to birth family and birth heritage should be respected and maintained. We are committed to identifying, resisting, and uprooting interpersonal and systemic racism wherever it arises, in the adoption community, within families, and throughout society. We also strive to identify and counteract *adoptism*, an unfortunately common social prejudice that challenges the legitimacy of the choice to place a child for adoption or to build a family by adoption.