



Equity Programs Consultant

Job Description

The Equity Programs Consultant will **design, manage, and evaluate** key equity related programs and policies that help ensure the **anti-racist initiatives are executed successfully** across their organization.

Salary

Entry — \$84,000
Middle — \$101,000
Top — \$118,000

Core Tasks

- Responsible for developing and implementing frameworks to achieve the organization's diversity, equity and inclusion goals.
- Facilitate meetings for internal teams, external partners, and stakeholders. Able to manage diverse viewpoints, help groups prioritize bodies of work, and help keep team conversations aimed towards an end objective.
- Use intelligence, common sense, hard work and tenacity to solve particularly difficult or complicated challenges.

Workplace / Environment

- Work hours**
Approx. 40 hours/week
(At key milestones overtime work may be required to meet deadlines)
- Environment**
Typical office setting, sometimes travel around the city to other department buildings.
- Travel**
Around the city **to meet with clients**.

Education / Prerequisites

Education Level

Typically a Bachelor's degree, but can substitute relevant experience.

Licensing

Valid Driver's License

Pre-Job Preparation

Experience working in DEI related fields, or in public sector.

Experience

Soft Skills

- Excellent Communication
- Multi-tasking
- Sensitivity and Commitment to Justice

Technical Skills

- Microsoft 360 and Google Suite
- Program and project Management
- Research and Interview skills



Career Path: Drea Baines

About Me

Equity Programs Consultant at City of Tacoma

Bachelors of Technology from Western Governors University

Early Life

"When I was six years old, was **set on becoming a writer**. I didn't grow up with a father, so by high school that really impacted a lot of things that would have kept me on that straight path of excellence. I did Running Start my junior year of high school, and I would take a bus from Bellevue to downtown Seattle everyday, just to go to the Small Business Administration and learn from the retired business executives and owners to **learn how to start a business**. I was pretty determined that **college wasn't my pathway**, so I was going to start a business. On my 18th birthday, I went and filed my very first business license. I quickly realized I didn't have the money to maintain that overhead. So, I went back to school for interior design because I'm also an artist. I got into some top schools and realized very that I could not afford to go and **got back into my entrepreneurship**."

A Winding Path

"I was working as an interior designer and a friend suggested I start a green janitorial to pay for school. A week later this guy walks in, he's writing his information down and he owned a janitorial business. Next thing you know, **he makes me his protege!** He was a Black owner and he brought me **into the realm of advocacy**. So I found myself sitting on boards, working with everyone from the governor on down to city mayors to leaders. I started to **really see the disparity** between, Black construction companies and White construction companies, which led me down the rabbit hole of injustices that occur economically between Black Americans and our counterparts. Being a writer definitely helped me prove myself in those circles and spaces by producing really good work, eventually, the right people continued to notice. I was given an opportunity to write business plans for Black companies to get money from community development funds. It really changed my life and the trajectory of my career. Now, that's not to say that it has been easy, it was definitely a painful path. And there were a lot of moments where I was like, "I'm just gonna go and, and be a designer now and get away from justice."

But, **it would always pull me back in.**"

A Pivotal Moment

"A couple of years ago, when we were in the middle of the pandemic, and we were going through all of that crisis with George Floyd, Breonna Taylor, it really hit me that, **I'm in this for Black people**. I'm here to use my skills to make sure that I'm helping close the wealth gap, to make sure that I'm promoting our economic wellness and power so that we have a voice and we have opportunities. I started getting really inspired by the great's of our past, especially Maggie Lena Walker, who started a Penny Savings Bank with all the women who were earning almost nothing, and pulled their money together to lend out money for land and businesses and really just changed their lives. I realized I have to become the money, right? **I pivoted my company**, partnering with a venture capital firm to actually direct loans to invest in black businesses. But in that process, a client that I had set them up with wasn't able to pay back their loan. Unfortunately, they were a construction firm, at the time construction prices had skyrocketed. No one could have projected that, and they weren't able to make it happen. When that happened, I thought to myself, "what am I going to do." The exhaustion of being a black female in a predominantly white state wore me out, I decided to go get a job for a while and pay back this loan and just really just **think my way through this next pivot** so that I have complete control over the success or the outcome."

Current Position

"A friend of mine from a leadership forum that I did a couple years ago, reached out to our group and said, "hey, I've got this job opening, we just created the position over at environmental services. Will you send this out to your networks?" And I thought, "**this sounds like me.**" I might not be formally trained in DEI work, **but I've spent my entire career for the last 12 years doing it**. Fighting for justice, fighting for economic equity, fighting for Black people to just be at the table, and some of that work did lead me into DEI specific contracts with companies. So I thought I might as well throw my hat in and sure enough, I beat over 400 applicants to get the job. I get to really flourish in this role that I am building out because It's brand new. So **I get to flex those entrepreneurial skills**, I get this massive budget to create, build, and go out into the community and **position environmental services as an equitable employer** and a good place to work. Which I absolutely feel like it's true. I will still be a designer one day, because as I get older, I realize that time is just a construct. And we can do whatever we want, whenever we're ready to. Maybe I wasn't ready to be a full blown designer back when, clearly I had a journey to take. And when it's time to pass the torch for this one, I'll move into those more creative spaces. We have to remember that there's merit and honor and everyone at every rung in the ladder from the janitor to the CEO, it all functions as one system, it is just our pay, right? As the great late Dr. King said "**all labor has dignity.**" I realized that **if I want to see the change, I have to be a part of it**. And being a part of that change does not mean that I'm gonna get to see it, it means that my child will, it means that I'm living the future that my ancestors, my mother, my father, all paved the way for."

About My Job

"I love working with people. "

Pros

- "I think diversity, equity and inclusion work is very difficult, especially in today's social, political and economic climate. A big part of my job has been to **build trust** amongst my team and myself, leadership, and to really center humans in the workplace again. By doing that I can usher in some of the harder aspects of my job, which are teaching folks about microaggressions, or racial profiling, or supremacy."
- "A pro is definitely working with a really engaged workforce, a lot of really talented people who are there every day to **make a difference** for themselves, their families, and their community."

Fieldwork

- "I work for a very large department of just under 600 people spread out between three facilities, including my building which is the Center for Urban Waters. I bounce between all three facilities all the time, and have **space to build relationships.**"
- "A lot of the aspects of my work come from **talking to people** and hearing their dreams, their goals, their fears, their challenges, and their desires for themselves and their teammates. Then I take it back to my desk and **build programs out of it.** And so, you know, I'd say 90% of my work is really just talking to other people and **getting data.**"

Cons

- "The cons are that it is a machine. It's a **balancing act** to try to stay above and not get sucked into that machine, to instead build allyship and really empower and promote the employees who want to see that same change and who are willing to do the work to get there. So there's a while it is a con that it is a machine. I think **the pros greatly outweigh that.**"

Office Work

- "A day in my life on the job is **never the same as the day before.** I'm very happy with that format. It's super variable, because I'm also an entrepreneur. So it's important to me to be able to be mobile with my work. Chaining me to a desk all day is the fastest path to my discontentment and unhappiness."

Skills

- **"Be open.** I got here, not because I have a bunch of degrees but because I was **willing to work hard.** Whenever somebody saw that in me, they would ask me to do the next challenging thing, and I would always say yes. You eventually reach a point that you said yes enough and you get to choose where you go and what you do."
- "This job is not easy. It's just as **rewarding,** if not more than the designer lifestyle I imagined I'd live in 2010. You just **have to be open to all opportunities,** no matter what they look like, and, and not hold so strongly to the thing you imagined."

Education/Experience

- **"Understand U.S. history** through the lens of slavery and exploitation of Black Americans. It's imperative to understand that **dominant cultures are pervasive** and that this experience isn't just unique to Black and White Americans. Understanding that part of our history will open you up to **understanding how power dynamics ensue."**
- **"Self educate.** Read Robert Greene books. A big part of how I've had the prowess to even be in the circles I'm in is by learning human nature. I feel like it's been **very rewarding,** especially considering I did not have the same structure in my life to do the tried and true college."
- "Getting this position was more contingent on **who and what I know.** I know a lot about disparity issues, diversity issues, equity issues, and just how to interview."

The Future of DEI in Green Sectors

"DEI can sometimes feel like an appendage to operational functioning, systems and processes rather than an integral part—like the veins or the bones of it. It's important to **develop organizational infrastructure around DEI initiatives** in order to dismantle oppressive systems and methodologies. In the green sector, I see DEI evolving to meet needs such as **broader representation across all levels** of organizations, including leadership positions, decision-making bodies, and grassroots initiatives. There will be a greater recognition of the intersectionality between **environmental issues and social justice.** DEI initiatives will strive to address the interconnected challenges faced by marginalized communities, such as environmental racism, inequitable access to green spaces, and disproportionate exposure to environmental hazards. DEI efforts in the green sector will also prioritize community engagement and partnership-building with diverse stakeholders, including frontline communities, indigenous peoples, and environmental justice organizations. This collaborative approach will ensure that environmental initiatives are **rooted in local knowledge, respect cultural values, and prioritize the needs of affected communities.**"

About Sustainability Ambassadors

We are here to **RAPIDLY ADVANCE A SUSTAINABLE FUTURE**. Empowering **YOUTH** to catalyze community sustainability, **TEACHERS** to integrate rigor with relevance for real-world impact, **COMMUNITY** to drive collective impact.

We support a year-round training program for over 60 highly motivated middle and high school youth, a Teacher Fellows Program, City-County CAP internships, and college-level interns, and work with hundreds of educators to design new models of problem-based, place-based learning around **a shared vision of educating for sustainability**.

Your Green Jobs Future

Ready to explore your future in green jobs? Use [Map your Career](#) to map your trajectory!

Find career opportunities near you now! Use [Career Connect - Washington's](#) tool to find programs to build your career skills.

Interested in a future in solar? Take a look at the [Solar Jobs Census](#) to track solar job growth nationwide.

Explore [RVC's opportunities](#) to work with organizations led by communities of color.

Dive into the [Center of Excellence for Clean Energy's](#) robust career tools in the sustainable energy sector.

Grow your professional sustainability skillset with the [Seattle Youth Good Program](#).

See Seattle's [Clean Energy Resources Map](#) to examine what the city is planning for a greener energy future.

Check out the [U.S. Green Building Council](#) to explore the sector's current opportunities. :

Funder Acknowledgement



King County

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Wastewater Treatment Division

