



DIVERSITY, EQUITY, AND INCLUSION OFFICER

Annual Salary
Up to \$147,243
DOQ

\$2,000 Signing
Bonus*



THE COMMUNITY

Located in California's great Central Valley, Stockton has grown from a community with rich agricultural roots to an urban destination with a rich arts and culture scene, fine dining, shopping, sports, recreation, and family activities. With a multi-ethnic and multi-cultural population of over 320,000 residents, Stockton is the 11th largest city in California. It is centrally located 60 miles east of the San Francisco Bay Area and 45 miles south of Sacramento, offering an easy and scenic drive to numerous world-famous attractions such as Lake Tahoe, Yosemite National Park, and the California Coast. In addition, Stockton has many local natural resources, including the San Joaquin Delta.



The community has a long tradition of established families who have called Stockton home for generations and many new residents have chosen Stockton as the community in which to live and raise their families. The City has a number of beautiful residential neighborhoods along waterways and tree-lined streets, and it offers an affordable cost of living with home prices about one-third the price of Bay Area homes. With its comfortable California lifestyle, Stockton is enriched by the pleasures of metropolitan living without the congestion, overcrowding, and expense. Stockton is the seat of San Joaquin County, where wine grapes have recently become one of the leading crops, transforming the region into one of California's premium wine districts. The robust and thriving Port of Stockton has direct waterway access to the San Francisco Bay and provides domestic and international distribution of dry and bulk cargo, containerized cargo, and steel, handling ships from all over the world.

Home to several well-known higher education institutions, including the University of the Pacific, California State University – Stanislaus, Stockton Center, and San Joaquin Delta Community College, Stockton offers a variety of private and vocational schools. Year-round events and activities make Stockton a destination for venues and attractions such as the award-winning Stockton Flavor Fest, Annual Jazz Brubeck Festival, the Haggin Museum, Bob Hope (Fox California) Theatre, Children's Museum, and the Stockton Symphony. The 10,000-seat multi-purpose, waterfront Stockton Arena is home to the Stockton Kings – the G-League affiliate of the NBA Sacramento Kings. The adjacent 5,000-seat Stockton Banner Island Ballpark, frequently ranked as one of the nation's top minor league ballparks, is home to the Stockton Ports single-A minor league baseball team - affiliate to the major league Oakland Athletics.

THE ORGANIZATION

The City of Stockton is a full-service, Charter city with a Council/Manager form of government. The Mayor is elected citywide, and the six Council members are nominated and elected within their respective districts. The City is one of the largest employers in Stockton with 1,501 full-time employees and has a FY 2023-2024 annual budget of \$912 million.

The City Council directly appoints the positions of City Manager, City Attorney, City Auditor, and City Clerk. All other departments report to the City Manager, including Administrative Services, Human Resources, Community Services (Library and Recreation), Economic Development, Public Works, Information Technology, Municipal Utilities, Fire, Police, and Community Development. Stockton's organizational culture is based on high performance, trust, and collaboration, and the executive management team is characterized by highly skilled, experienced leaders.



THE POSITION

The Diversity, Equity, Inclusion Officer is a management level classification with a direct reporting relationship to the City Manager. This position focuses on diversity, equity, and inclusion initiatives and programs both internally and within the community.

The Diversity, Equity, and Inclusion Officer oversees the Diversity, Equity, and Inclusion Program and works directly with departments and the community to champion Citywide equity issues and foster acceptance and respect for all. This position coordinates Citywide diversity, equity, and inclusion programs and activities; promotes efforts to achieve diversity, equity, and inclusion within the City; provides strategic direction and consultation to departments on issues regarding diversity, equity, and inclusion initiatives; establishes learning programs designed to increase awareness and support of racial equity, diversity, and inclusion values; and coordinates assigned activities with other departments, outside agencies, and the general public.

Click the link below for a complete Job Description

[Diversity, Equity, and Inclusion Officer](#)

THE IDEAL CANDIDATE

The Diversity, Equity, and Inclusion Officer will be a highly skilled individual with extensive management skills and have a strong understanding of developing and implementing goals of the City's strategic plan while promoting a climate of Diversity, Equity, and Inclusion for employees and the community. The Diversity, Equity, and Inclusion Officer must be willing and able to manage and motivate people and the creative process with inspiration; and show capacity to multitask.

MINIMUM QUALIFICATIONS

Any combination of education, experience, and training that would provide the best qualified candidates. A typical way to obtain the knowledge and abilities would be:

Possession of a Bachelor's degree from an accredited college or university with major course work in sociology, human resources, education, public administration, ethnic studies, organizational behavior, or a closely related field; and four years of professional experience in the area of DEI, community outreach, social justice, including program development, strategic planning and/or consulting. A Master's degree in the above areas is desirable.



COMPENSATION

The annual salary range for the Diversity, Equity, and Inclusion Officer is \$114,695.76 to \$147,243.60; placement within this range is dependent on qualifications and experience. The City of Stockton also provides an excellent benefits package which includes retirement with the California Public Employees' Retirement System (CalPERS); vacation, holidays, and sick leave; health benefits, such as medical, dental/orthodontia, vision, and prescription coverage for employee and dependents; Deferred Compensation; Section 125 (Flexible Spending Account); and Life Insurance. For a complete list of benefits offered by the City of Stockton, visit www.stocktonca.gov/benefits.

RECRUITMENT INCENTIVES

- Signing Bonus*: \$2,000 (\$1,000 paid upon hire, \$1,000 paid after 12 months)
- Sick Leave*: 40 hours advanced sick leave available for immediate use
- Deferred Compensation: Dollar for Dollar match up to \$25 per pay period (Max \$600 per fiscal year)

*Applies to first time hires



TO APPLY

This position is at-will and Exempt from FLSA (Fair Labor and Standards Act); it does not qualify for overtime compensation and is subject to Fair Political Practices Commission (FPPC) annual filing requirements. For more information, visit www.fppc.ca.gov.

If you are interested in this outstanding opportunity, please apply online at:

www.stocktonca.gov

Filing Deadline:

January 26, 2024

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to interview. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as a finalist. References will be contacted only following candidate approval.

For assistance,
call (209) 937-8233
or email

recruitment@stocktonca.gov

