



Figure 1 Firm Logo in Block Letters

## RESPECTABILITY

President & CEO

Washington, DC /Los Angeles, CA

*RespectAbility fights stigmas and advances opportunities so all people with disabilities can fully participate in every aspect of community.*

### BACKGROUND

RespectAbility was established in 2013 for the purpose of empowering people with disabilities to achieve both meaningful inclusion and economic independence. Today, RespectAbility is a diverse, disability-led national nonprofit that works to spur systemic change in how society views and values people with disabilities and advances policies and practices that empower people with disabilities to have a better future.

RespectAbility knows that most people with disabilities can and want to fully participate in – and contribute to – all aspects of society. RespectAbility shifts narratives and creates progress by centering people with lived disability experience in leadership roles, ensuring authentic representation in entertainment and news media, advancing successful public policy initiatives, and pushing for faith-based and other inclusion.

The following are RespectAbility’s core programmatic areas:

- **Entertainment and News Media** – Increase diverse and authentic representation of disabled people in media so that people with disabilities are seen for what they can do instead of what they cannot.
- **Leadership** – Enable diverse people with disabilities to participate fully in decision-making. Within the next five years, RespectAbility envisions becoming the premier go-to cross-disability national leadership development organization.
- **Policy** – RespectAbility recognizes that the nation is at its best when all people, including those with disabilities, can get the skills, jobs, and advancement opportunities they need to succeed. Their program uses a bipartisan, best practice-based approach to drive policy and practice changes.
- **Faith Inclusion** – Ensure the inclusion of people with disabilities in faith-based communities.

The organization’s program areas above intersect, forming the crux of RespectAbility’s theory of change and long-term impact, which is to:

**DEVELOP LEADERS:** Empower diverse people with disabilities to gain the training, skills, contacts and opportunities they need to have seats at decision-making tables.

**CHANGE ATTITUDES:** Increasing diverse and authentic representation of disabled people on screen, leading to systematic change in how society views and values people with disabilities.

**ADVANCE OPPORTUNITIES:** Seek and promote best practices in education, employment, entrepreneurship, and civic engagement so people with disabilities can succeed.

RespectAbility is proud that since its founding the organization has had board-approved intentional diversity and equality policies. They are a “Nothing About Us Without Us” organization. The organization is intentional in creating strong and welcoming environments where 53% of the Board and 35% of the staff are Black, Indigenous, & People of Color (BIPOC). Likewise, 50% of the Board and 87% of the staff have a disability.

For more information about the organization, please visit [www.RespectAbility.org](http://www.RespectAbility.org).

## POSITION

In Spring of 2022, RespectAbility’s founder and President Jennifer Laszlo Mizrahi, a life-long serial entrepreneur, will step down from her successful role at the organization after nine years.

At this time the Board of Directors now seeks a new President who will serve as the Chief Executive Officer of the organization. The CEO is tasked with ensuring RespectAbility continues its mission to fight stigmas and advance opportunities so people with disabilities can fully participate in all aspects of community.

Balancing visionary leadership with operational implementation, the CEO will be responsible for ensuring that the organization is positioned to succeed through the continual examination and development of its infrastructure, program operations and finances, and the recruitment of staff and Board members. Fundraising will also be an integral component of the CEO’s responsibilities.

The CEO will serve as a key spokesperson in interacting with donors, media, government leaders, grassroots stakeholders, nonprofit partners, Hollywood and media/news professionals, and other stakeholders. RespectAbility’s work is inherently collaborative; hence, the CEO must be diplomatic yet self-assured in working with external partners.

The CEO is responsible for maintaining superior standards of conduct throughout the organization. The CEO will ensure that RespectAbility maintains its standing as a respected national organization whose input and expertise is sought by media, entertainment industry, and government leaders on key matters related to disability inclusion.

## WHAT WILL SUCCESS BY THE PRESIDENT/CEO LOOK LIKE?

Key points from [RespectAbility’s 2021 Strategic Plan](#) are:

- Strengthen, sustainable, and expanded financial capacity
- Expand team development and increase management capacity
- Advance Board governance functions
- Strengthen organizational culture, equity, and capacity for ensuring that both internal and external members feel welcomed, respected, and valued.

## RESPONSIBILITIES

### *Organizational Leadership*

- Build upon RespectAbility's culture of commitment to inclusive standards of operation at all levels of the organization.
- Create an organizational environment that reflects an absolute commitment to mission and a continual pursuit of quality improvement throughout the organization.
- Ensure ongoing programmatic strength, rigorous program evaluation, and consistent excellence in finance and administration, management, staff development, and communications.
- Develop short- and long-term planning processes to implement the organization's mission and vision, including guidelines and approaches to the annual budget and strategic plan.
- Cultivate a strong and transparent working relationship with the Board, including open communication concerning the measurement of financial, programmatic, and impact performance metrics against established milestones and goals.
- Working with the Board, assess the composition of Board membership, and assist in the recruitment of individuals who would help fulfill RespectAbility's mission.
- Monitor and respond to changing internal and external factors that will impact the needs of the communities that RespectAbility serves.
- Ensure that the organization is meeting the needs and high expectations of staff, boards, apprentices & other partners on diversity, equity, inclusion and accessibility.
- Setting and achieving the strategic direction for increased revenue generation from its fee-for-service programs.

### *Fundraising*

- Grow successful fundraising program that draws financial support from a multifaceted platform of sources. Ensure that RespectAbility can rely upon diverse funding streams, including major gifts, corporate sponsorships, foundation support, special events, government contracts, online giving and fee-for-services.
- Directly solicit new and repeat contributions.
- Serve as an articulate and highly active and visible spokesperson to the donor community and a variety of key constituencies to enhance recognition and support for RespectAbility.
- Ensure that internal systems are in place for effective donor acquisition and donor stewardship programs.

- Assure that existing and new development initiatives, campaigns, events, and outreach programs engage RespectAbility's existing donors, attract new donors, and encourage current donors into higher levels of support.
- Continue to achieve trust and partnerships with leaders from wide range of political and other viewpoints, experiences and perspectives so as to advance the goals of our mission.

### *Management*

- Exercise general management of the agency through providing direction and support to the staff.
- Foster an empowering culture that leverages the strengths and lived experiences of the team and develops talent for future opportunities. Encourage a high-functioning organization where people can bring their 360-degree authentic selves to work and through the promotion of increased collaboration, trust, and teamwork.
- Demonstrate nimbleness in acting quickly and decisively to seize upon new opportunities and respond to imminent threats.
- Establish steps, timetables, and resources for the accomplishment of short- and long-term objectives.
- Articulate clear goals and responsibilities that result in continuous performance improvement.
- Ensure that the organization acts according to the highest legal, ethical, and professional standards.
- Ensure efficient and effective operations through sound business and fiscal practices throughout the organization.

### *Finance*

- Assume responsibility for the financial health, stability, capacity, and planned growth of the organization.
- Prepare, plan, and project a strategy that is approved by the Board and implemented by the management team, which will ensure a growing revenue stream.
- Assess and assure the financial feasibility of new initiatives being considered by RespectAbility, based on evolving needs and priorities.
- Direct staff processes for developing the annual budget, and collaborate closely with staff members to ensure a financially sound operation.
- Monitor all finances and program objectives by collaborating closely with the Director of Finance and Board.
- Meet standards of annual, independent audit.

## QUALIFICATIONS

- At least five years of successful management experience in an organization of similar size and complexity, ideally in a senior management position with significant exposure to a Board of Directors and/or other key stakeholders.
- Proven effectiveness in serving as a spokesperson and representative with funders, community leaders, government officials, the media, and other stakeholders.
- Strong lived-disability experience, commitment to disability issues and access as well as a strong interest in issues of intersectionality and other marginalized communities.
- Experience in leading and participating in bi-partisan efforts to advance legislative policy at local, state and national levels strongly preferred.
- Proven successful experience in areas of fundraising, planning, implementation, and financial resource development.
- An extensive track record and desire to be personally involved in the cultivation and solicitation of major individual and institutional donors.
- Sound judgment/decision-making in order to deal with the complexities of policy issues along with the sensitivity to understand and respect diversity of opinions of others, especially those with lived experiences.
- Financial and political acumen, business, management and forecasting skills; the ability to link strategy and operational goals to fiscal realities and program priorities.
- Reputation as a structured yet nimble team builder with demonstrated success leading, motivating and collaborating with staff.
- Ability to articulate RespectAbility's message, its goals and purposes, to a broad range of constituents and the general public.
- Unquestioned integrity and values including an intersectional approach to Diversity, Equity, Inclusion and Accessibility (DEIA).
- Commitment to change/improvement – creating a culture that always looks to improve.
- Excellent communication skills.

## Compensation

- Salary range \$150k-\$175k plus employer-paid health insurance, optional dental insurance, paid time off and holiday time, retirement matching and other benefits.

*RespectAbility provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, veteran status or genetics. In addition to federal law requirements, RespectAbility complies with applicable state and local laws governing nondiscrimination in employment. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.*

**For more information, to refer a candidate, or to apply in confidence, please contact:**

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