



HR Diversity Advocate

Are you a people-person who's passionate about diversity, inclusion and equity in society and the field of economics? Would you like to gain practical experience in a non-profit organisation and human resource (HR) management? WiE's HR team is looking for a Diversity Advocate to help guide our activities and expansion towards creating a space in which our members are valued, supported and their diverse voices are celebrated.

WiE is a non-profit, volunteer-run association established to advance gender equality in the field of economics. Our goal is to encourage equal opportunity and balanced representation of genders in the economics profession across the academic, business and public sectors.

Our volunteers are the heart, soul, brains and limbs of WiE, without which we would not exist let alone be able to continually expand our activities and find innovative new ways to create value for our members. HR help build and maintain this team, with the goal to foster a diverse, inclusive, effective and enjoyable organisational culture at WiE.

While diversity and inclusion (D&I) are two core principles that guide WiE's work, with a special focus on intersectionality, we know that we still have a lot to learn and improve on if we want to build a truly inclusive platform for *all* women and non-binary economists. That's why we're looking for a D&I expert to actively engage WiE volunteers, coordinators and members to further attitudes, activities and policies that support D&I both within WiE and the wider field of economics.

As a HR Diversity Advocate, you will contribute **an average of two hours per week** in close cooperation with the existing HR coordinator to:

- advertise, recruit and onboard new team members
- maintain oversight of, and regular confidential contact with, our growing pool of now more than 45 team members
- work closely with team coordinators to assist their recruitment, training, dispute resolution and volunteer management objectives
- find creative new ways to assess and improve WiE's internal D&I compliance, advocacy and education, such as:
 - developing D&I policies, objectives, internal KPIs and other data tracking measures,
 - monitoring, compiling and presenting key statistics,
 - creating training materials, presentations and events, and
 - advising team members, coordinators and board members on issues of discrimination regarding race, disability, sexuality, gender, age, religion and other intersecting marginal identities.

We are looking for a teammate who:

- is enthusiastic about WiE's mission of encouraging gender equality and diversity in the economics profession,
- has direct experience with and/or a keen interest in organisational diversity, inclusion, intersectionality, HR management and related topics,



- has academic or professional experience and/or interest in economics, gender and wage inequality, HR and/or related fields,
- enjoys working in a team that focuses on democratic, deliberative decision-making and clear communication,
- is organised, self-reliant, and shows creative initiative to brainstorm, plan, coordinate and execute tasks,
- has exceptional communication skills, including confidence with English and an open-minded, respectful demeanor, and
- is willing to become a WiE member and engage in the organisation on a long-term basis.

We want to build a diverse organisation, and welcome input from people of every gender, age, ethnicity, religion, sexual orientation, ability, background and sector. Due to pervasive issues of explicit and implicit discrimination in professional networks and workplaces, we would especially like to see this key leadership role filled by someone with an underrepresented background.

If you are interested in joining the WiE team in this role, please email jess@women-in-economics.com with a short introduction, an explanation of why you're interested in the role and think you'd be well-suited, with your CV attached. Feel free to email as well with any questions that you have about WiE's work or this position.

Please note that The Women in Economics Initiative is run entirely by unpaid volunteers and this opportunity is also an **unpaid position**.

We are looking forward to receiving your application!