



August 21, 2020

Dear Colleague,

In light of the public health crisis and the racial justice uprisings, the Board of Directors of the California Partnership to End Domestic Violence has decided to extend the search for the next Executive Director (ED). We are now accepting new applications on a rolling basis and the position will be open until filled. With that said, our search committee (comprised of Board and staff, including representatives from every member region) has already begun interviews. We encourage new candidates to apply as soon as possible.

We appreciate the time and interest of those highly talented applicants who have already stepped forward. Our next ED may very well be in this initial group. However, because the public health crisis has created uncertainties for many organizations and many leaders, it felt prudent to recruit a more robust pool of applicants for our search. Given these unique times and the high level of knowledge, skills and vision the movement needs for this position, we are intentionally allowing potential applicants more time to consider this opportunity. We do so acutely aware of the challenges for our community posed by the uprisings and the COVID-19 crisis, including the need to shelter in place much longer than anyone had imagined, the potential for attrition of candidates, and the need for our Search Committee to conduct all interviews and deliberations virtually.

The Partnership remains committed to centering racial and gender justice in the search process. By extending the application period, we hope to create the opportunity for more leaders to consider their candidacy, particularly given the myriad life experiences now impacting women of color, survivors, and other traditionally disenfranchised individuals.

In the midst of the public health crisis gripping not just our state, but the entire world, we at the California Partnership are committed to continuing our work to end domestic violence and to address the root causes of violence that appear so endemic to the systems within which we live. We know a better world is possible – we just need to look at you, a Beloved Community of survivors and advocates, who inspire and continue to lead our work toward a more just, equitable future where healing and safety are centered.

Our commitment to the core work of ending domestic violence in California with strategies that are grounded in the principles of gender justice and racial justice is what makes our community strong. We invite you – our members, funding partners, and allies – to help us find the Partnership's next ED. Please spread the word and forward the updated job announcement far and wide to your network of contacts.

To guide the leadership transition process and help us recruit a diverse and talented pool of candidates, the Partnership continues to engage Elsa A. Ríos and her team at [Strategies](#)

[for Social Change](#)® LLC, a woman of color owned capacity building and leadership development practice dedicated to working with social justice organizations. If you have questions or referrals to candidates, please reach out directly to sheila@strategiesforsocialchange.com or edsearch@cpedv.org. To apply for the position, please see the instructions in the [Position Announcement](#).

The Partnership extends our thanks for your support of the transition process and gives heartfelt wishes for good health and safety to everyone. With your help, we remain confident in the success of our search for the next ED who will lead the next stage of our work, building upon the growth and achievements of the past and the vibrant strength of our diverse members. We look forward to updating you on the transition process in the months ahead.

Sincerely,

Rabeya Sen, President of the Board of Directors
The California Partnership to End Domestic Violence
Director of Policy at Esperanza Community Housing Corporation