



May 8, 2020

Dear Colleague,

I am pleased to announce the public launch of the California Partnership's search for a new Executive Director (ED). Before embarking on that, however, I want to pause for a moment and acknowledge the times in which we are living. As I write this letter, I am aware of the public health crisis, due to the COVID-19 virus, that has befallen our state, this country, and this world. And, of course, here in California, we are all now under orders to remain in our homes except for essential travel or business.

For the Partnership's members, we recognize that this public health crisis adds a new layer to your work as many advocates are continuing to provide critical services to survivors and their families amidst the pandemic. I want to extend our heartfelt wishes to everyone, hoping you and your loved ones stay safe and healthy.

The Partnership will continue to provide support and advocacy for professionals, for survivors, and for our communities impacted by all these issues. At the same time, the Partnership must forge ahead with those pieces of our work that are critical to daily operations and to sustaining our programs, chief among these being the search for a new executive director.

Over the last 7 years, under the leadership of our immediate past Executive Director, Kathy Moore, the California Partnership has grown and stabilized both financially and programmatically. Kathy joined us at a time of uncertainty for the organization. She helped lead a joint Board and staff multi-year effort, alongside our 3 previous Board Chairs (Sharon Turner, Maricela Rios Faust, and Erin Scott), to establish a Theory of Change that reflects our lived experiences as community of advocates and survivors, and which guides our work in the present and into the future.

During Kathy's tenure, the Partnership gained visibility at both the state and national levels; we are now seen as a leader in the field. Some of the Partnership's achievements during this time include policy and advocacy campaigns that increased funding for shelter and prevention and continued support for current intervention and prevention programs, the development and launch of the Culturally-Responsive Organizational Tool, and our increased capacity to bravely step into exciting critical conversations about survivor-centered healing and transformative justice approaches.

As we reflect on these achievements it is important to remember that none of this would have been possible without the exceptional skills, dedication, and passion that the Partnership's staff bring to our shared mission. So, while Kathy is no longer at the helm, the Partnership continues to thrive and expand in their capable hands. We cannot thank them enough.

A key part of the Partnership's leadership transition plan was to hire an Interim ED to oversee administrative operations, support the staff and board, and assist with the search for new, permanent leadership. We have been extremely fortunate to have Interim ED, Paul Castro, leading the way over the past 8 months. Paul and the Board of Directors have worked closely to get things in place for the public launch of this search and I am proud to say that we are now ready to do so.

From the beginning, we knew that the next ED would continue our core work to end domestic violence in California with strategies that are grounded in the principles of gender justice and racial justice. To guide the leadership transition process and help us recruit a diverse and talented pool of candidates the Partnership has engaged Elsa A. Ríos and her team at Strategies for Social Change® LLC (SSC), a woman of color owned capacity building and leadership development practice dedicated to working with social justice organizations.

You – our members, funding partners, and allies – are also a key part of this endeavor and we invite you to help find the Partnership's next leader. You can do so by visiting the [leadership transition webpage](#) and by spreading the word and forwarding the [position announcement](#) far and wide to your network of contacts.

Feel free to reach out directly to [shella@strategiesforsocialchange.com](mailto:shella@strategiesforsocialchange.com) with any questions, an expression of interest, or referrals to potential candidates you think our consultants at SSC should speak with confidentially. To apply for the position, see the instructions in the [position announcement](#). The deadline is July 13, 2020.

Thank you for helping us find the next visionary and compelling leader of the California Partnership. We look forward to updating you on the transition process in the months ahead.

Sincerely,

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