



Homes and Community Renewal

Job Opportunities at New York State Homes and Community Renewal

Build a career while building a better community. Rewarding careers in Public Service start here!

CHIEF DIVERSITY OFFICER

New York State Homes and Community Renewal (HCR) is the State's affordable housing agency, with a mission to build, preserve, and protect affordable housing and increase homeownership throughout New York State.

Under the leadership of Governor Kathy Hochul and Commissioner RuthAnne Visnauskas, HCR is a vibrant, innovative agency that integrates and leverages New York State's housing resources. We have offices in New York City, Albany, Buffalo and Syracuse, and employ a diverse workforce of professionals who are hard-working and committed to serving low- and moderate-income families. Our mission is far reaching, encompassing single and multifamily housing finance, home improvement, rent regulation, housing subsidies, and community development. We partner regularly with a variety of public and private stakeholders.

Achieving this mission requires a wide range of skills and backgrounds in public policy, administration, real estate, architecture, finance, law, and many other areas of expertise. We seek to provide a workplace environment that is productive, flexible, accountable, ethical, and caring. Our employees are empowered to make a difference where they live and work. We offer competitive pay and a comprehensive benefits package, including paid leave, health, dental, vision, retirement, and family-friendly policies.

The Office of The Chief Diversity Officer

Duties:

The Chief Diversity Officer will develop and lead initiatives that promote HCR's mission to increase diversity, equity and inclusion both internally and externally with respect to HCR's program areas. The Chief Diversity Officer will report to the HCR Commissioner/CEO. Duties may include, but are not limited to:

- Advise the Commissioner/CEO and executive team on matters of policy, requirements, and best practices to advance diversity and inclusion within all aspects of HCR;
- Provide leadership and counsel to the HCR Diversity, Equity, and Inclusion committee
- Develop comprehensive employee training programs;
- Actively seek the perspectives and ideas of employees and leaders while developing new initiatives;
- Engage external stakeholders;
- Analyze agency demographic data and prepare reports;
- Advise on best practices and policies and collaborate with HCR's various data stakeholders on the agency's demographic data strategy/procedures;
- Work closely with HCR's Department of Empowerment, Compliance, and Opportunity (DECO) unit and Section 3 teams to ensure compliance and assist in developing initiatives to further



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promote these programs/requirements;

- Coordinate and assist with the implementation of events and activities that promote diversity and tolerance;
- Work closely with the Human Resources team to review all aspects of recruitment, hiring and onboarding processes to ensure that diversity and inclusion efforts are an integral part of these processes; and
- Work closely with the Human Resources team to complete the annual DE&I assessments, as distributed by the Department of Civil Service's Office of Diversity and Inclusion Management (ODIM).

Qualifications:

- 10+ years of professional experience;
- A degree or demonstrated training in diversity, equity, and inclusion;
- A proven track record of successfully advancing diversity initiatives;
- Previous experience in a large or complex organization strongly preferred;
- Knowledge of or experience in multifamily housing finance preferred;
- Experience in data collection/analysis/strategy preferred;
- Working knowledge of Federal and State mandates and laws relating to equal employment opportunity and affirmative action dealing with employment in the public sector in New York State;
- Working knowledge of federal, state and local mandates and laws relating to fair housing practices and standards;

WHAT WE OFFER:

- Extensive benefits package including paid leave, excellent health, dental, vision and retirement benefits;
- Promotional opportunities for dedicated professionals.

All internal SONYMA/HFA/AHC employees (only) are directed to apply via

Internalcandidates@hcr.ny.gov

Please Include your name in the subject line

[TO APPLY, CLICK HERE](#)

Applicants must include resume and cover letter.

New York State is an **Equal Opportunity Employer (EOE)**