



**DEFEND
YOUR
RIGHTS**

ACLU

Indiana

**Executive Director • ACLU of Indiana
Position Guide • July 2023**

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OVERVIEW

Position Executive Director

Reports to Board of Directors

Location Indianapolis, IN



DEFENDING OUR RIGHTS TO EQUALITY, LIBERTY, AND JUSTICE.

OUR WORK ISN'T ABOUT ONE PERSON, ONE PARTY, OR ONE ISSUE. IT'S ABOUT ALL OF US, WE THE PEOPLE, COMING TOGETHER AND DARING TO CREATE A MORE PERFECT INDIANA.

Founded in 1920, the American Civil Liberties Union (ACLU) is the nation's foremost guardian of liberty, defending individual rights and enhancing and preserving liberties that are guaranteed in the U.S. and Indiana Constitutions and civil rights laws. We are nonprofit, nonpartisan, and dedicated to defending and protecting the individual rights and personal freedoms of all. In Indiana, the ACLU was established in 1953 as the Indiana Civil Liberties Union, and the ACLU of Indiana adopted its current name in 2006.



Through advocacy, education, and litigation, our attorneys, advocates, and volunteers work to preserve and promote civil liberties including the freedom of speech, the right to privacy, reproductive freedom, and equal treatment under the law. We stand in defense of the rights of women and minorities, workers, students, immigrants, gay, lesbian, bisexual and transgender people, and others who have seen bias and bigotry threaten the rights afforded to all of us in this country by the Constitution and the Bill of Rights.

We hold the government accountable by filing lawsuits against government entities that are violating Hoosiers' rights. We work with Hoosiers in their communities and in the Statehouse to defend individual freedoms including free speech, women's right to access abortion, racial justice, LGBTQ rights, and disability rights, as well as protecting human rights for people who are incarcerated.

Key highlights over the decades include:

- In the 1960s, the ACLU of Indiana represented Vietnam War protesters including Jehovah's Witnesses and the "Marian 8," a group of Marian College students arrested for protesting. It also took on many cases involving welfare rights and unfit jail conditions.
- In the 1970s, the Indiana Supreme Court reversed a lower court decision that prohibited the ACLU of Indiana from holding meetings at the Indiana War Memorial. Victory was celebrated with a program on free speech at the War Memorial auditorium.
The ACLU of Indiana also defended 12 Muslim inmates housed in the state reformatory in Pendleton, Ind., arguing that prison officials must respect and accommodate all religious beliefs.
- In the 1980s, galvanized by a series of police killings that sparked tensions between the Indianapolis Police Department and the African American community, the ACLU of Indiana helped form the Indiana Law Enforcement Community Relations Coalition, which became instrumental in establishing a civilian review board in 1989.
The ACLU of Indiana filed a friend of the court brief in *Bogart v. Ryan White* and made an appearance in trial court arguing for the dissolution of the preliminary injunction prohibiting Ryan White, who had AIDS, from attending school. White, age 13, of Kokomo, won the battle in Clinton Circuit Court.

- In the 1990s, the ACLU of Indiana prevailed in a class-action lawsuit, *Smith v. City of Carmel*, brought on behalf of the NAACP, which challenged the Carmel, Ind. Police Department for conducting traffic stops without probable cause that were motivated by racial and other improper reasons. The ACLU of Indiana also teamed up with the Indiana Legal Services Organization to take on the “Dirty Dozen” jail cases, which targeted the worst 13 jails in Indiana and ultimately improved conditions for all jails across the state.
- In the 2000s, in *City of Indianapolis v. Edmond*, the Supreme Court of the United States limited the power of law enforcement to conduct searches using drug-sniffing dogs at roadblocks. The ACLU of Indiana successfully argued that privacy protections under the Fourth Amendment were being systematically eroded by the increased use of police procedures.

Our current issues and recent accomplishments are presented in the next sections.



Free Speech Protecting free speech means protecting a free press, the democratic process, diversity of thought, and so much more. The ACLU nationally has worked since 1920 to ensure that freedom of speech is protected for everyone.



Immigrants' Rights When the government has the power to deny legal rights and due process to one vulnerable group, everyone's rights are at risk. The ACLU of Indiana is fighting against the Muslim ban to defend the rights of undocumented Hoosiers.



Policing The outsized and ever-expanding scale of policing inevitably leads to officers' unlawful use of excessive force and the killing of Black people. Drastic changes are needed in our approach to public safety.

Criminal Legal Reform The ACLU Campaign for Smart Justice is an unprecedented, multiyear effort to reduce the U.S. jail and prison population by 50% and to combat racial disparities in the criminal justice system.



Healthcare & Disability Rights The ACLU of Indiana strives for an America free of discrimination against people with disabilities, where people with disabilities are valued, integrated members of society who have full access to education, homes, health care, jobs, and a full life.



LGBTQ Rights Project The ACLU has a long history of defending the LGBTQ community. Nationally, we brought our first LGBTQ rights case in 1936 and today, the ACLU brings more LGBTQ cases and advocacy initiatives than any other national organization.



RECENT ACCOMPLISHMENTS

FIGHTING FOR LGBTQ RIGHTS: The ACLU of Indiana joined with several local and national LGBTQ rights organizations and Hoosier businesses to create Freedom Indiana, a statewide campaign working for equality for LGBTQ Hoosiers. The Freedom Indiana campaign defeated a ban on same-sex marriage and eliminated the discriminatory impact of the Indiana Religious Freedom Restoration Act (RFRA) that caused a national outcry in 2015. From this critical work, the ACLU of Indiana LGBTQ Rights Project was born.

DEFENDING ABORTION ACCESS: The ACLU of Indiana has led the defense of reproductive rights in Indiana, including nine reproductive rights related lawsuits, two of which are currently blocking Indiana's abortion ban. Simultaneously, the organization has launched a public education campaign, "[Let's Talk About Abortion](#)," which aims to equip Hoosiers to speak openly about abortion access in Indiana.

PROTECTING VOTING RIGHTS: The ACLU of Indiana stopped several voter restriction bills in the Statehouse, blocked an illegal voter purge law in the courts, and runs an election-year campaign, "[Yes! You Can Vote!](#)" to inform individuals of their rights at the ballot box.

DEMANDING CRIMINAL LEGAL REFORM: The ACLU of Indiana has identified and fought against patterns of jail overcrowding and inhumane housing conditions across Indiana jails and prisons. In recent years the organization filed lawsuits on behalf of 25+ men who were kept in isolation and subjected to brutal and [dangerous conditions at Miami County Correctional Facility](#).

DEFENDING IMMIGRATION RIGHTS: The ACLU of Indiana secured a legal victory in [Exodus Refugee Immigration v. Pence](#), successfully challenging the Governor's "suspension" of the resettlement of Syrian refugees in Indiana.

DEMANDING POLICING REFORM: During a time of national turmoil, the ACLU of Indiana worked alongside community partners to demand that Indianapolis and other Indiana cities [reimagine the role police play](#) and provide transparency in their use of surveillance technology. Along with community partners in Indianapolis, our efforts created a civilian-led use-of-force board and reforms that included a use-of-force continuum that bans chokeholds and requires exhaustion of all alternatives before shooting. The organization has worked in partnership with the Indiana Business and Community Partnership for Racial Equity to move important reform forward.



Over the last several years, the ACLU of Indiana has strengthened and grown its work, presence in the community, and its assets in spite of a challenging environment. It has strengthened its policy and advocacy agenda, continued to build on its litigation portfolio and advanced opportunities for education on civil liberties issues in Indiana. The organization has established a solid base of supporters, grown its membership, and a broad donor base. The staff has developed and thrived, building and participating in critical coalitions across the state that have enhanced the reputation of the organization. An engaged board focused on governance supports the strategy and direction of the ACLU of Indiana.

The next Executive Director will have the opportunity to build upon the policy and legislative achievements in Indiana and benefit from the resources, collaboration and thought partnership available to the national ACLU affiliates. The Executive Director will have the opportunity to define a strategic vision for the organization that is focused at the intersection of various civil liberties at a time when many of these are under threat. There are opportunities to collaborate and partner with urban and rural communities in Indiana to educate and mobilize people around voter rights and criminal justice reform, and to build targeted as well as integrated campaigns.

The next Executive Director will have the opportunity to work with a high-performing, self-managed group of professionals. They will continue the efforts to enhance collaboration and coordination among the various areas of the organization including litigation, advocacy, and public engagement, breaking down silos among the departments. They will have an opportunity to assess the staff development needs as well as expand as appropriate to sustain the growth of the organization.

The next Executive Director will have the opportunity to further define the goals of the strategic framework and grow the key organizational activities that will drive it to greater success with key metrics. As an affiliate of the national ACLU, they will work in alignment to develop a strategic framework that is appropriate for the landscape in Indiana.

The Executive Director will have the opportunity to solidify and grow the strong fundraising and membership in place. They will have the opportunity to deepen donor relationships and build new ones to continue growing the organization's assets for the future.

In close collaboration with a dedicated staff and Board, the Executive Director will drive a new level of impact within the ACLU of Indiana and its partners and clients. They will have the opportunity to shape the organization's future trajectory at a pivotal moment for civil liberties in Indiana.

POSITION SUMMARY

The Executive Director is responsible for the organization’s overall leadership, ensuring the delivery of the highest quality legal services, and advancing policy while safeguarding the organization’s health and development.



Reporting to the Board of Directors, the Executive Director will inspire, lead, and work with a highly dedicated staff, committed board and engaged members to work toward the civil liberties goals.

The Executive Director is responsible for the overall leadership of ACLU of Indiana’s efforts throughout the state. The Executive Director is the key “face” of the organization to its many publics and has primary responsibility for programs and managing the organization and key staff. The position also has responsibility for communications and, with the Board, sets and implements the strategic direction for the organization in alignment with the national ACLU.

The Executive Director will lead, inspire, and coordinate the efforts of the team including overseeing and empowering their productivity, teamwork, accountability, and professional development. Developing close, effective working relationships with the entire team will be critical to the success of the Executive Director and of the organization.

KEY PRIORITIES FOR THE NEXT EXECUTIVE DIRECTOR ARE:

- Serve as an inspirational and innovative leader for ACLU of Indiana, both internally and externally.
- Lead, retain, and attract a diverse team of high-performing leaders, staff, and volunteers. Foster an organizational climate that develops and builds staff competencies.
- Increase ACLU of Indiana's institutional impact, enhancing its reputation in civil liberties with the media, elected officials, key funders, members, and key constituents.
- Collaborate with the Board and staff to build and implement the ACLU's strategic direction to ensure continued growth, support for impact advocacy, increased communication, and adequate resources.
- Work closely with the Development staff to strategize, identify, sustain, and cultivate funding opportunities, including grants or donations from corporations, law firms, foundations, and individuals.
- Ensure the financial integrity of the ACLU of Indiana and manage financial resources consistent with the ACLU's mission.
- Review and revise employee policies and procedures and create pathways for staff development.
- Work on coalition building and partnerships across diverse communities, convening unlikely partners in support of the mission.
- Work with the national ACLU in partnership and alignment with the strategic framework.
- Maintain a strong partnership with an engaged and effective Board of Directors.



The ACLU of Indiana seeks a courageous, strategic, collaborative, and visionary leader with a record of success. This individual will bring a modern framework of leadership characterized by an ability to enthusiastically articulate the agency's mission and values to garner wide community support, enhance the reputation of the organization, build and support coalitions aligned with the mission, and support a high functioning and professional team.

The ACLU of Indiana seeks a proven leader whose passion for civil liberties is demonstrated by a dedication to upholding the rights of all people provided by the Constitution. With exceptional leadership ability, this person must exhibit success in collaborating with a wide range of stakeholders ranging from community members, legislators, donors, lawyers, advocates, and other partners, so that all people in Indiana can thrive. Experience convening people sharing disparate interests and concerns so that the aspirations and goals of the ACLU are pursued in a professional, transparent, and participatory manner is essential. The individual will lead with humility and grace.

The ACLU of Indiana seeks a person with a minimum of ten years of senior leadership experience. They will possess demonstrated fundraising and communications skills and strong financial and business acumen. Leadership experience both on civil liberties issues and in nonprofit management is preferred.

- **Leadership and Management:** The candidate should have knowledge of effective practices in the leadership and management of civil legal services and/or policy and advocacy. Dedication to the values of the ACLU, being an advocate with a passion for diversity, equity and inclusion, and racial justice is required. They will be familiar with the intersection of equity issues, including racism, sexism, and homophobia, among others. Direct understanding of the unique challenges that the lawyers and advocates face in Indiana in the courts and legislature is desired. They should be comfortable making tough decisions yet have the ability to build consensus among diverse constituents. A proven ability to hire, train, invest in, coach, and lead a highly professional, effective, and self-accountable staff is a must.
- **Communications:** The qualified candidate will be a relationship builder who demonstrates an ability to communicate and collaborate with a broad and diverse spectrum of stakeholders. The leader will be equally comfortable engaging with legislators, lawyers, and community leaders, as well as among philanthropic and business leaders. This individual will exemplify the principles of equity, diversity and inclusion and will have experience integrating the principles in all aspects of the organization. Humility and authentic listening skills will be effective traits in harnessing the efforts of others.

The leader will serve as a key external representative of the ACLU of Indiana who will build support for the mission through collaboration and leadership. At the same time, they have the ability to let staff be in the spotlight when they are subject matter experts. The individual will continue to guide and enhance the reputation of the organization, ensuring that it is consistently and clearly represented in media outlets, as well as with partners and collaborators throughout the state.

- **Coalition Building:** The Executive Director has the ability to convene diverse groups of individuals and organizations across the political spectrum, faith communities, corporations, and marginalized communities in support of civil liberties issues of concern in Indiana and in civil discourse, and to try to build consensus. They will work with unlikely partners to achieve the strategic goals of the organization.

- **Fund Development:** A track record of achievement in developing multiple sources of revenues is expected, along with a demonstrated focus and achievement in long-term sustainability. The Executive Director will continuously develop new relationships while strengthening existing donor relationships. Experience working directly with individual donors, Board members, corporate entities, law firms, institutional funders, and foundations, is required. Demonstrated success in motivating individuals to support through gifts of significance is highly desired. The next leader will work closely with the Development Director in developing and executing a fundraising strategy that ensures financial success.
- **Business & Finance:** This leader will ensure effective and efficient business operations, including oversight of finance and administration. They will ensure the fiscal integrity of the ACLU of Indiana and provide the Board with a proposed annual budget and monthly financial statements, which accurately reflect the financial condition of the organization. They will be responsible for managing the assets of the organization, ensuring its long-term sustainability.
- **Board of Directors Relations:** This individual will develop, maintain, and support a strong and diverse Board of Directors. They will support each Board committee, providing guidance as an ex-officio member, and seek and build board involvement with strategic direction. They will ensure the Board has the tools it needs to be successful, including a solid understanding of programs, finances, and tools to advance fundraising, in order to be a stellar fiduciary of the organization.

ACLU of Indiana offers a competitive salary and benefits package.

The salary range for this position annually is between \$155,000 and \$185,000. ACLU of Indiana offers a comprehensive package of benefits that includes paid vacation, sick leave, FICA, health insurance, Teledoc, dental insurance, life insurance, short and long-term disability insurance, and employer contributions to employee's Health Savings Account and 401k.

How to apply

To apply, please submit a current resume and letter of introduction, as soon as possible, to Kittleman & Associates, LLC.

→ **SUBMIT YOUR APPLICATION TO KITTLEMAN ONLINE**
(CLICK THE APPLY BUTTON AT THE BOTTOM OF THE PAGE)

For more information about the ACLU of Indiana, visit <https://www.ACLUofIndiana.org/>

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

The ACLU is an equal opportunity/affirmative action employer and encourages applications from all qualified individuals without regard to gender, gender identity or expression, race, sexual orientation, color, age, national origin, marital status, citizenship, disability, criminal history, and veteran status.

All qualified candidates are strongly encouraged to apply.