

Director of Diversity, Equity and Inclusion (DEI)

Good Shepherd Episcopal School seeks a collaborative, professional individual for the position of Director of Diversity, Equity and Inclusion (DEI). This position will serve as a leader, advisor, advocate for change, and institutional resource focused on infusing DEI into all programs and activities through the lens of our Episcopal identity, tracking progress toward these goals, and communicating progress to an engaged community.

What you will do:

- Serve as the school's primary, strategic leader to build partnerships with the community around all areas of diversity, equity and inclusion, remaining current with issues and best practices
- Develop cultural competence and awareness among faculty, staff, and administration
- Partner with division/department leaders to identify and plan DEI-related professional development opportunities
- Serve as a resource to faculty, staff, and administration seeking DEI guidance and support
- Work with academic leaders to support the further development of multicultural-/culturally-relevant curriculum and pedagogy
- Assess the needs of administration, students, faculty, and staff to develop and implement initiatives to promote DEI best practices
- Work with student groups to ensure students are heard
- Support faculty in the creation and development of effective student diversity leadership and affinity groups
- Partner with the Office of Admissions to support recruitment and outreach to increase diversity of the student body, including underrepresented populations
- Provide support to promote recruitment, selection, and retention of a diverse faculty, staff, and administrative team
- Plan, develop, and market DEI-focused educational opportunities and events for the Good Shepherd community, being inclusive of tradition, cultures, and identities
- Serve as Co-chair of the Diversity and Inclusion Council, comprising of members of the faculty, staff, administration, board members, and parents
- Work with service learning leaders as the liaison between Good Shepherd and the local community outreach to ensure Good Shepherd's commitment to serve the needs of the community
- Network with diversity coordinators at other independent schools
- Represent Good Shepherd at local, regional, and national multicultural events, as determined, in conjunction with the Head of School
- Serve as a member of the Leadership Team
- Perform other duties as assigned by the Head of School

What you will need to succeed:

- Bachelor's degree required, advanced degree in field preferred
- Proven commitment to building a school culture rooted in diversity, equity and inclusion
- Proven history of establishing, implementing and communicating vision and strategic plan associated with DEI, DEI leadership preferred
- Expertise in leading DEI professional development for administration, faculty, and staff
- Experience working in an educational setting, preferably PreK-8th grade
- Knowledge of independent schools preferred
- Strong relational and interpersonal skills
- Outstanding communicator

- Excellent organizational skills
- Maintaining confidentiality
- Technologically savvy
- High energy and enthusiastic about working in an academic atmosphere