



Director of Equity, Inclusion, and Belonging

The Director of Equity, Inclusion, and Belonging position provides a unique opportunity for a dynamic, experienced, school leader to champion the IMS's Equity, Inclusion and Belonging initiatives, PreK-9. The Director of EIB influences all facets of school life from curriculum and pedagogy to athletics and the arts. They are a frequent, collaborative thought partner with the Head of School, Head of the Lower School, Asst. Head of School for Student Life and Asst. Head of School, Dean of Faculty. The Dir. of EIB is a member of the senior leadership team and also collaborates with the Admissions team, Athletics Department, Communications team, and the Advancement team, to help achieve the school's key priorities, mission and vision: to cultivate a diverse and inclusive community where everyone feels a sense of belonging and where students become prepared to take in new perspectives in order to expand their own views for the challenges and opportunities ahead. The Dir. of EIB works closely with the Equity Team of faculty and staff to affirm the identity of every student and family. This key role also connects deeply with students and parents.

Successful candidates will have experience leading Diversity, Equity, and Inclusion (DEI) work in schools or other organizations and will have an educational philosophy and a vision that align with Indian Mountain School's values.

Responsibilities

A competitive candidate for this role will have many of the following skills and experiences. Research shows that women and people of color tend to only apply for positions when they match every criterion. If you think you have what it takes, but don't necessarily meet every check box in this job description, we encourage you to still apply. We'd like to learn more about you and see if you could be a great fit for Indian Mountain School.

- As a member of IMS's Senior Leadership Team, leads and serves as an ambassador, articulator and steward of the school's mission and vision across both campuses.
- As the leader of IMS's Equity Team, models leadership and leads from a research-informed perspective.

- Amplifies the school's values connected to ensuring EIB in an environment that centers educational excellence and a vision for developing students who demonstrate a healthy sense of self, service and empathy.
- Demonstrates commitment to and awareness of educational, physical, social, and psychological needs of the school community and develops plans for meeting those needs with a student-centered approach to EIB initiatives.
- Partners with the Head of School to collaborate with the Board of Trustees on EIB matters; serves as staff liaison for the Equity, Inclusion Board Committee.
- Makes recommendations to the Head of School and to other Senior Leadership team members regarding the recruitment, hiring, retention, and mentorship of school employees and participates, where practical in the hiring process.
- Supports the creation and implementation of all-school programs connected to EIB initiatives (curricular and co-curricular) to best meet the needs of students, faculty, staff, and families. This will include employee, student, and parent affinity groups, as well as the student Diversity Committee.
- In collaboration with other IMS curricular leaders, cultivates a vision and program for inclusive teaching and learning that is mindful of the unique needs of PreK-9 students.
 - Understands and articulates data-informed trends in pedagogy and educational practices, particularly as they pertain to EIB.
 - Serves as a thought partner and collaborator with the Dean of Academics, Lower School Head, Asst. Head of School, and Dean of Faculty to promote cultural competency and other formative learning experiences designed to increase equity and inclusion.
- Collaborates with Asst. Head of School for Student Life and other school leaders to ensure consistency and transparency around discipline, behavior, and school climate opportunities and challenges, and around restorative justice practices; collaborates with Asst. Head of School for Student Life to communicate with students and families around those opportunities and challenges.
- Fosters trust and serves as a bridge-builder between the school and parents.
- Collaborates with and serves as a thought partner on program and policy to the Admissions Team, the Athletics Department, the Communications Team, and the Advancement Team.
- Fosters deep relationships throughout the IMS community between students, alumni, faculty, staff, and potential families.

Desired Qualities

- Empathetic and inspiring educational leader
- Passion for and understanding of PreK-9 learning
- Personal and professional commitment to diversity, equity, inclusion and belonging, and anti-racism and the requisite skillfulness to support student, faculty, and staff growth in this area
- Ability to communicate with clarity in writing and speaking
- Skill in developing trust with various constituencies and deftly navigating sensitive conversations
- Calm confidence that comes from prior leadership experience
- High emotional intelligence and sensitivity to organizational dynamics
- Exceptional organizational and interpersonal skills
- Confidence to advocate for new ideas, innovation and welcome and reflect on feedback

Desired Qualifications

- Experience with and enthusiasm for leading inspirational change that deepens community, empowers community members, and nurtures belonging
- Prior experience in designing learning opportunities for students and adults, and in developing strategic programs across grade levels, divisions and departments
- At least 5 years of experience working in an educational setting
- Evidence of post-collegiate learning and growth connected to EIB

This is a full-time administrative position with a balance of duties that will involve some classroom teaching, coaching, and/or residential life duties, etc., as is appropriate given full time status and experience.

To Apply

By March 15, 2024, interested candidates should complete [this application](#). Submissions must include cover letter, current resume/curriculum vitae, and three references. All questions should be emailed to eibsearch@indianmountain.org.

Indian Mountain School is an equal opportunity employer and does not discriminate on the basis of race, color, creed, religion, sexual orientation, national or ethnic origin in the administration of its employment policies, educational policies, admissions policies, financial aid and loan programs, and other school-administered programs.