

CRISTO REY COLUMBUS HIGH SCHOOL
Columbus, OH

Director of Diversity, Equity and Inclusion (DEI)

Position Background

In line with our mission to recognize and celebrate the dignity of all people, we are seeking a Director of Diversity, Equity and Inclusion who will enhance the educational experience for all students and help to support the educational benefits of diversity. A new position, the Director of Diversity, Equity and Inclusion will provide leadership, training, and support in furthering the outcomes of Cristo Rey Columbus High School with a Diversity, Equity and Inclusion lens. The Director will serve as a leader, mentor, facilitator, collaborator and resource for students and families, school leaders, faculty, staff, business partners, volunteers, donors, and friends. The Director of Diversity, Equity, and Inclusion will report directly to the Cristo Rey Columbus High School President.

Our School

Cristo Rey Columbus High School (CRCHS) is a private, Catholic, co-ed, college-prep high school that is part of the national Cristo Rey Network. The Cristo Rey Network educates 12,000 students in 37 high schools across the country.

Cristo Rey Columbus serves students and families in need of access to an affordable, high-quality education. Founded in 2013, the school is currently in its seventh year of operation. Cristo Rey Columbus seeks to prepare students of all faiths to excel in college, in career, and in character through the combination of our faith-based education, our rigorous college-prep curriculum, and our hallmark Professional Work-Study Program. Through our work-study program, students learn and work in professional internships one day a week, covering a significant portion of the cost to attend, while building invaluable professional relationships and skills for their futures. Our ultimate goal is that our students will graduate from college and become leaders in the public and private sectors, service organizations, their own faith institutions, and the community at large, transforming the world for the good of society.

Position Impact

The Director of Diversity, Equity and Inclusion will join in promoting the overall development of the student as a person according to Catholic educational principles and the mission of our school. Our school strives to build a genuinely faith-informed and service-minded community in which students are offered love, acceptance, responsibility and accountability while empowering students to reach their full potential.

The diversity, equity, and inclusion mission of Cristo Rey Columbus necessitates the continued recruitment and retention of a diverse student body, faculty, administration, and staff, along with the development of inclusive curricula, ongoing education on complex cultural issues, measures to determine accountability and progress, and equal access for all community members to participate fully in the life of the school.

The Director will be responsible for three core priorities that are critical success factors for the students of Cristo Rey Columbus High School and for our learning community at large, including faculty, staff, and other adult co-educators:

- (1) Students (and their families) have a safe place to dialogue and respond to issues and experiences of identity, race and systemic injustice.
- (2) Staff/Faculty are culturally competent and responsive to the diverse cultures and experiences of the students, families and communities we serve.
- (3) Corporate Partners, volunteers, donors and friends of Cristo Rey Columbus have appropriate opportunities to participate in the transformative mission and vision of Cristo Rey Columbus, including opportunities to learn cultural competence and to dialogue about diversity, equity, inclusion and systemic injustice.

Core Responsibilities & Functions:

As an active, visible and engaged presence within the overall life of the school, the Director of Diversity, Equity, and Inclusion will:

1. Students & Families

- Develop and implement a comprehensive strategy that supports the fundamental Cristo Rey Columbus principle that acknowledging, understanding, respecting and accepting diverse beliefs, ethnicities, cultures, and lifestyles are a critical underpinning of a successful education in today's global society.
- Build an environment that promotes and facilitates the success of historically underrepresented students and adults with a special focus on the issues, needs, and concerns of students of color.
- Design, develop, and execute short- and long-term multicultural programming to benefit the entire student population and the campus community.
- Provide insights and direction for student-facing policies in line with diversity, equity, and inclusion, including discipline policies and student handbooks.
- Participate actively in event-planning and execution for student-parent orientation, school open houses, report-card pick-up, work-study supervisor trainings, and sponsor/donor appreciation events.
- Serve as an advocate for underrepresented members, whether students or adults.

2. Staff & Faculty

- In taking the lead while encouraging others to advance our school's commitment to cultural change, provide strategic leadership in developing policies, practices and programs that promote cultural awareness, social justice, equity, and inclusion.
- Collaborate with faculty and appropriate administrators to provide essential training in culturally relevant equity pedagogy and the creation of culturally responsive classrooms for both existing and newly-hired faculty.
- Lead, create and implement professional development plans to support and assure a culturally competent and responsive faculty, staff and organizational culture at Cristo Rey Columbus High School.
- Provide or organize diversity training and educational programs to leadership, staff, and partners to increase awareness of contemporary social justice issues and equip them with insight and tools necessary to make decisions in response to such issues.

- Together with the Professional Work Study Directors and team, provide additional support in ensuring a productive and transformative mutual relationship between students and their workplace supervisors.
- Make recommendations in recruitment and hiring of diverse applicants for staff/faculty positions and/or volunteers, and participate in policy development and recommendations that prioritize diversity, equity, and inclusion within the school community at large

3. Stakeholders

- Develop and implement programs that enhance business partners' engagement, leadership, and success while strengthening their cultural competency and expanding their appreciation for issues of social justice, equity, and inclusion.
- Oversee and set direction for committees and affinity groups that have responsibility for carrying out all aspects of Cristo Rey's diversity, equity, and inclusion work
- Coordinate community outreach activities, including the development and planning of multicultural events, student outreach, and service opportunities in the Cristo Rey. Columbus community, as well as an effective external volunteer program for corporate partners, individual volunteers, and other school partners groups.

Desired Qualifications

Ideal candidates should possess and demonstrate many of the following qualifications:

- Demonstrated sensitivity, knowledge, and understanding in building rapport and trust with students, families, and communities of diverse backgrounds
- Demonstrated leadership and success stewarding an inclusive, culturally responsive school community
- An understanding of Catholic social justice teachings (or an openness to learning more)
- Adept at building rapport and trust with students from diverse socio- economic and cultural backgrounds, including underrepresented urban youth and first- generation college students
- Prior and recent experience developing and implementing programming for students related to diversity, equity, inclusion, access, and social justice
- Knowledge of current trends relating to diversity, inclusion, access, and social justice within schools
- Be an agent for growth who is passionate about the power of diversity, equity, and inclusion
- Ability to inspire open, productive, and challenging conversations centered on diversity, equity, and inclusion
- Ability to seek consensus and design processes that are transparent, clear, and efficient
- Proven success carrying out strategic goals and initiatives and in leading teams
- The ability to work flexibly, independently and collaboratively in a fast-paced and ambitious environment with minimal supervision
- Strong written and oral communication skills
- Candidates with a Master's degree or higher credential, or three to five years related experience or training are particularly encouraged to apply.
- Fluency in a second language will be highly valued (Spanish, Somali, Nepali, Twi, or other language)

Candidates seeking to pursue this opportunity as a part time position are welcome to apply. As a new position, we anticipate it may grow or evolve over time. Based on a candidate's skill and experience, this position can be coupled with other needs in our school. Candidates with additional qualifications relevant to working with young people and in a school setting, such as teaching, counseling, administration, marketing, IT, HR, etc., are particularly encouraged to apply. Such a combination of responsibilities could make up a full-time employment opportunity.

Desired Characteristics

Successful candidates should be and demonstrate the following personal and professional characteristics and strengths:

- A collegial approach toward developing methodologies to education and to diversity, equity, inclusion issues
- An exceptional listener who believes and demonstrates that listening is an important aspect of leadership
- A bold, diplomatic advocate who persists even when faced with doubts from peers and superiors
- A dedicated, passionate lifelong learner
- A genuine passion for working with young people and helping them develop a true sense of social justice, inclusivity, and equity
- A persistent persuader—someone who can build, support and achieve buy-in from a variety of constituencies—even those who do not prioritize the same goals
- Personal and professional integrity and the capacity to serve as a model of openness, generosity, and acceptance
- A sense of humor

Salary/Benefits: Competitive school-based salary, commensurate with experience. Benefits included for full-time candidates.

To Apply: Please email your résumé or CV, a brief cover letter of intent demonstrating qualifications for the position as per the full job description, three references with contact information, and a short description (250 words or less) of your educational philosophy for working with students of the current generation to:

Binh Huynh (College Counselor) at bhuynh@crstoreycolumbus.org

Review of applications on a rolling basis before **February 24**. Interviews will begin first week of March. Compelling applications received after the deadline may continue to be reviewed.

Cristo Rey Columbus Commitment to Diversity

Cristo Rey Columbus is committed to increasing the diversity of our community. This commitment includes our school's dedication to the development of faculty and staff who value and employ inclusive practices in teaching, learning, and working together. Candidates who can contribute to that goal are particularly encouraged to apply.