

## **Position Description: Director for Diversity, Equity, and Inclusion**

### **Position Purpose**

The Director of Diversity, Equity and Inclusion (DEI) will provide leadership and guidance for the Department of Global Health (DGH) to ensure that consideration of diversity, equity, and inclusion is incorporated in all of our decision making and actions. This is a senior leadership position, serving on the departmental leadership team [DGH Front Office Group(D-FOG)], and reporting directly to the Chair. This position is part-time, at 20% FTE.

Working closely with the DGH chair and other members of D-FOG, the Director leads the short and long term planning and implementation of DEI efforts across the Department, supporting the Department to grow and sustain an equitable, inclusive, and supportive working and learning environment for its students, faculty, and staff.

The primary objective of the position is to enhance the capacity of DGH to recognize and address unequal relations of power and privilege in order to strengthen our educational and research programs by fostering a more inclusive environment that enables students, faculty, and staff members to learn, teach and work together across positionalities and towards more equitable practices in scholarship, research, pedagogy, service, and community engagement.

The incumbent will further the Department's efforts to directly confront bias and racism at the individual, program, departmental, and systemic levels through innovative programs and policies. Therefore, this position will require an individual with a unique and refined set of professional and interpersonal skills that engender trust and integrity among multiple constituents.

The incumbent will have a significant impact on the Department and larger community (internal and external) by supporting DGH values and the DGH strategic plan and by directly affecting student, faculty, and staff work, life, and educational experiences within the Department and beyond. The position aligns with the Schools of Medicine and Public Health DEI plans, as well as the UW Diversity Blueprint and President's Race and Equity Initiative by supporting and sustaining diversity and equity at the UW, as well as in our partnerships with local, regional and global partners and communities that we serve.

### **Responsibilities**

#### **1. *Implementation of DGH DEI Strategy and the DGH Antiracism Action Plan***

In conjunction with the DEI Committee and the DGH leadership team, lead the implementation of the 2020 DGH Antiracism Action Plan (AAP), which includes work on climate, curriculum, recruitment, retention, and advocacy. Initial work in the 2020-2021 academic year will involve working closely with a strategic planning consultant whose role is to facilitate a transformative strategic planning process that ensures the incorporation of a DEI lens across all activities of the Department.

- In consultation with the DEI Committee and other members of the DGH leadership team, set the annual work plans for the on-going implementation of the AAP, and lead efforts outlined in the plan, including convening department-wide town halls and providing quarterly web dashboard updates.
- With the Associate Chair of Education and the DGH Curriculum Committee, serve as a resource and a bridge to further the planned comprehensive curriculum review, revision and pedagogy update efforts across the Department.
- Work with the DGH leadership team members to plan and advocate for increased funding at the School and UW levels for recruitment of underrepresented faculty to DGH.
- With the DEI Committee and other members of the DGH leadership team, as well as the Schools of Medicine and Public Health, ensure that comprehensive training and professional development workshops are provided for faculty/staff.
- Serve on the DGH faculty Appointments and Promotions Committee to ensure that hiring, promotion and retention are all grounded in efforts to improve diversity, equity and inclusion.
- In consultation with the leadership team, contribute to strategic planning efforts to ensure that DGH is incorporating diversity, equity and inclusion as critical foundational elements in the decisions and actions of the department.

## 2. ***Respond to Urgent and Emerging Diversity and Equity Needs of the Department***

In conjunction with the Chair, coordinate DGH response to urgent and emerging needs of students, faculty and/or staff.

- Serve as DGH lead administrative contact for urgent and emerging anti-bias concerns brought forth by and/or about students, faculty and/or staff.
- Coordinate the use of DGH resources to respond to anti-bias concerns brought forth by and/or about students, faculty and/or staff.

## 3. ***Foster an Equitable and Inclusive Culture and Climate***

- Identify, develop, and cultivate strategies to build a welcoming, inclusive and healthy workplace culture that fosters respect, equity, and positive recognition of every individual.
- Help generate a department-wide operational leadership culture that is open, welcomes challenge, and responds quickly to issues raised.
- Along with the DEI Committee, serve as a resource to students, faculty and staff on a broad range of strategies, opportunities and initiatives that will further equity and inclusion within the Department.
- In conjunction with Department leadership and the DEI Committee, annually re-evaluate the effectiveness of current initiatives to address the overall diversity, equity, and social justice needs and goals of the Department.

- Provide support for the growth of scholarship on, and advocacy for, antiracism, anti-colonialism, and social justice in global health.

### **Position Qualifications**

This position is open to current or incoming faculty at the University of Washington Seattle Campus

#### Required educational degree:

- Doctoral degree plus demonstrated professional commitment to diversity, equity and inclusion. Individuals with a Master's degree and demonstrated professional commitment to diversity, equity and inclusion will also be considered.

#### Required skills and experience:

- Demonstrable professional experience leading or contributing to diversity, equity and inclusion
- Visionary and highly collaborative leadership skills
- Excellent communicator and relationship-builder with high emotional intelligence
- Ability to motivate, inspire, develop and collaborate with a diverse group of leaders, teachers, staff members and students
- Culturally competent, and able to reflect and operate in diverse situations and across lines of difference
- Demonstrated commitment to advancing diversity, equity, and social justice for underrepresented and marginalized groups
- Well-developed skills in listening to and responding to people from diverse backgrounds across the institutional spectrum that includes students, faculty, staff, alumni and community partners

#### Desired education and work experience:

The ideal candidate would possess characteristics that include:

Substantive professional experience leading DEI initiatives and programming

Demonstrated experience working with groups or communities with a focus in diversity, equity and social justice

Global Health background or training

Teaching and other experience in higher education

***Interested candidates please email a letter of interest and CV to the Department of Global Health Academic Human Resources at [dghahr@uw.edu](mailto:dghahr@uw.edu) by Jan. 31, 2021.***

***For more information about the Department of Global health, see: <https://globalhealth.washington.edu/>***