

UW Department of Global Health

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 leadership position serves on the departmental leadership team [DGH Front Office Group(D-FOG)] and reports directly to the Chair. This position is part-time, at up to 30% FTE, and supported by 20% FTE administrative staff. The position is open to any UW faculty or staff member. The position may be shared by a team of two co-directors.

Working closely with the DGH chair, other members of D-FOG, a new DEI Leadership Council, and the DEI committee, 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.

Key Responsibilities

1. *Implementation of DGH DEI Strategy and the DGH Antiracism Action Plan* (60%)

In conjunction with the DEI Committee, DEI Leadership Council, and the DGH leadership team, lead the implementation of the 2020 DGH Antiracism Action Plan (AAP) and DGH 2022-2024 Strategic Plan, which includes work on climate, curriculum, recruitment, retention, advocacy, and partnerships.

- In consultation with the DEI Leadership Council, 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.

- Liaise with the Associate Chair of Education and the DGH Curriculum Committee on comprehensive curriculum review, revision and pedagogy update efforts to elevate antiracism and anticolonialism 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.
- Develop guidance for DGH faculty serving on 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 (15%)***

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.

3. ***Foster an Equitable and Inclusive Culture and Climate (25%)***

- 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.

Potential additional activities

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

Position Qualifications

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
- 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:

- Masters or doctoral degree
- 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. Application deadline: Open until filled.

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