

Associate Director for Diversity and Inclusion Education -
Medford/SMFA Campuses
Tufts University

Direct Link: <https://www.AcademicKeys.com/r?job=157844>

Downloaded On: Jul. 27, 2021 7:49pm

Posted Apr. 23, 2021, set to expire Sep. 5, 2021

Job Title Associate Director for Diversity and Inclusion Education -
Medford/SMFA Campuses

Department

Institution Tufts University

Medford/Somerville, Massachusetts

Date Posted Apr. 23, 2021

Application Deadline Open until filled

Position Start Date Available immediately

Job Categories Associate/Assistant Director

Academic Field(s) Student Services

Apply Online Here <https://tufts.taleo.net/careersection/ext/jobdetail.ftl?job=21001262>

Apply By Email

Job Description

Associate Director for Diversity and Inclusion Education - Medford/SMFA Campuses - (21001262)

Description

The Office of the Provost is responsible for setting and guiding institutional and budgetary priorities that advance the University's academic mission. Together with deans and senior administrators, the Provost directs and supports the partnerships, collaborations, and planning initiatives on four Massachusetts campuses and an international center in Talloires, France. This team of academic leaders ensures that our educational and research programs are of the highest quality by working closely with faculty, staff, alumni, and students to fulfill the University's goals and aspirations. The Office of the Provost is also responsible for the library system, international and industry collaborations, and the ten Boards of Advisors and support two Chief Diversity Officers that provide strategic vision

Associate Director for Diversity and Inclusion Education -
Medford/SMFA Campuses
Tufts University

Direct Link: <https://www.AcademicKeys.com/r?job=157844>

Downloaded On: Jul. 27, 2021 7:49pm

Posted Apr. 23, 2021, set to expire Sep. 5, 2021

and oversight for diversity and inclusion across the university.

This position directly supports the Associate Provost/Chief Diversity Officer for Medford and SMFA campuses, and will work in close collaboration with the AP/CDO for the Tufts Health Science Schools and partner with the associate directors for diversity and inclusion education on both campuses. The Office of the Provost is committed to diversity and inclusion and recognizes that the need to develop educational opportunities regarding power, privilege, uniqueness and the ways we as a community co-exist. In order to address this need, preparation centered around unconscious/implicit bias, anti-racism, restorative justice, Whiteness, anti-Blackness, bridging cultural gaps, sensitizing about LGBT and disabled community, etc. need to be implemented. We aim to be racially conscious and demand racial equity as well as raising consciousness for all historically silenced and marginalized groups. This position will collaborate with different stakeholders at Tufts in order to plan, develop and implement these trainings. These trainings will reinforce the foundational values that are core to the Tufts ethos: authenticity, civility, dignity, humility, open-mindedness, curiosity, excellence, social justice and a sense of belonging and will help to bridge the gaps and harness a spectrum of learning so that all Tufts community members experience a sense of belonging. Most importantly this position will be dedicated to the intersectionality between race, cultural responsiveness, and social justice. The expected outcome of this preparation is to establish the Tufts community of faculty, staff, students and alumni as a group of individuals committed to each other's success, health and wellbeing. This commitment to each other will be reflected in their attitudes and behavior towards one another and in how they apply the knowledge and skills they have acquired through experience provided by the Chief Diversity Officers and this position. This position will develop university-wide training and development agenda to improve the overall cultural competence and capacity of the Tufts community members and also help to develop institutional programs that promote a culture of inclusion and mutual respect. Additionally, this person will manage pipeline programs and support other functions and programs as needed by the AP/CDO.

Qualifications

Basic Requirements:

Minimum of Master's degree, with preference for terminal degree in a related field, or related fields. 3 years of experience in role supporting Diversity and Inclusion efforts in an institution of higher education creating, managing and delivering high quality, comprehensive training within higher education.

Demonstrated understanding of, and support for, key precepts in Diversity and Inclusion training,



Associate Director for Diversity and Inclusion Education -
Medford/SMFA Campuses
Tufts University

Direct Link: <https://www.AcademicKeys.com/r?job=157844>

Downloaded On: Jul. 27, 2021 7:49pm

Posted Apr. 23, 2021, set to expire Sep. 5, 2021

including critical race theory, feminism, queer theory, privilege, protected classes, micro-aggressions, cognitive empathy, nonviolent communications, or related areas.

Subject matter expertise in diversity & inclusion, unconscious bias, talent development, and organizational development within a global environment, or related areas.

The ability to develop curriculum and deliver impactful presentation materials tailored to the needs of a wide range of audiences (students, faculty and staff) on all of Tufts' campuses. Effectively facilitate and deliver curriculum.

Able to apply appropriate assessment tools to evaluate the outcome of the curriculum. Use feedback and evaluation outcome effectively to modify curriculum and engage in continuous improvement.

Experience in leading and managing diversity, equity, and inclusion programs, preferably in a university setting.

Exceptional Written and Verbal Communication.

Preferred Qualifications:

The job incumbent must be diplomatic, strategic, highly organized, creative and tactical, visionary, relational, and, have excellent event planning skills.

An employee in this position must complete all appropriate background checks at the time of hire, promotion, or transfer.

Equal Opportunity Employer – minority/females/veterans/disability/sexual orientation/gender identity.

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact