



JOB TITLE: Director of Student Inclusion and Belonging

REPORTS TO: Dean of Equity and Inclusion and the Dean of Students

CLASSIFICATION: 100% exempt (62.5% teaching); school year + 1 week

Marin Academy seeks a Director of Student Inclusion and Belonging to begin in August of 2022. Reporting jointly to the Dean of Equity and Inclusion and the Dean of Students, the Director of Student Inclusion and Belonging is a leadership position that focuses on supporting all students as the school works toward diversity, equity, and inclusion goals. Along with 62.5% teaching, this person works alongside the Dean of Students and the class deans to engage with students and families both one-on-one and in small groups, support student leadership, and provide consultation and training to adults in the community.

Leadership

- Develops, leads, and evaluates DEI education initiatives for students
- Fosters the institutional change and support to achieve a more inclusive community, in conjunction with the Dean of Equity and Inclusion, Dean of Students, class deans, and others.
- Oversees, trains, and supports student Identity and Equity (IDEQ) leaders
- Oversees, trains, and supports adult advisors to the Identity and Equity Groups
- Provides training and ongoing resources to student leaders
- Coordinates and provides training and professional development for faculty and staff in collaboration with the Dean of Equity and Inclusion
- Supports, collaborates with, and serves on a team (Equity and Inclusion Cohort) with the Director of Crossroads, Director of Community Action, and the Family Liaison
- Serves on the Diversity, Equity, and Inclusion Committee and, as needed, any ad-hoc task forces related to the role of Director of Student Inclusion and Belonging
- Consults on, and at times leads or co-leads, responses to school-based, local, or national events and issues

Meetings and Communication

- Sitting member of the Deans Group responsible for social and emotional well-being of our student body with an emphasis on cultural competency and multiculturalism (meets every-other rotation)
- Meets every other rotation with Dean of Equity and Inclusion



- Meets every other rotation with the Dean of Students
- Meets regularly with Equity and Inclusion Cohort
- Participates in any meetings around student inclusion and belonging

Specific Job Duties

- Plans, implements, and facilitates fall retreat for student IDEQ leaders; training in facilitation and leadership skills and to build capacity for conversation about identity and across culture
- Plans, implements and facilitates biweekly Identity and Equity Organizations leaders' lunches to build capacity and solidarity
- Plans, implements, and facilitates three adult IDEQ advisor meetings annually to support and provide structure for relationships between student leaders and adult advisors
- Creates, in collaboration with grade-level deans, support strategies for students in need (such as one-on-one consulting/processing with students)
- Consults with the Dean of Students and class deans on disciplinary issues related to DEI/harassment. May be asked to attend meetings with students and parents/guardians, faculty, or others
- Meets and works with students who have been affected by harassment policy violations. This may include listening, reflection, education, or more
- Serves as a standing member of the Diversity, Equity, and Inclusion Committee
- Co-plans and implements SDLC/POCC trip including registration, flights, and hotel arrangements for students and adult attendees with support of the Dean of Equity and Inclusion. Meets with student attendees to review policies and expectations and takes the lead in chaperoning duties
- Collaborates with colleagues on specific projects and school-wide events to provide DEI education to the student body, parents, and colleagues
- Teaches 2.5 classes, including one or two sections of Ethnic Studies; collaborates with all team members
- Represents diversity, equity, and inclusion at admissions events: e.g. Admissions Coffees, Open Houses, Welcome Day, Revisit Week



Interested candidates should send a resume and cover letter that speaks directly to the candidate's philosophy/approach to working with independent school students around issues of diversity, equity, inclusion, justice, and belonging to the attention of:

Stella Beale, Dean of Faculty
KaTrina Wentzel, Academic Dean
Lynne Hansen, Dean of Students
Candace Chen, Interim Dean of Equity and Inclusion