



NORTHFIELD
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LEADERSHIP OPPORTUNITY | MOUNT HERMON, MA

DEAN OF EQUITY AND SOCIAL JUSTICE





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“At NMH, we reflect often on our highly aspirational mission. Together, we strive to act with humanity and purpose with every step. Success depends on our willingness to engage with and lean into our values — inclusivity, learning for life, and service. We know well that moments will test us and, yes, we will find ourselves in situations when our mission proves to be more aspirational than attainable. These are the very moments that afford us all profound growth opportunities. It is one of our school’s unique strengths — our willingness to ask the difficult questions, hold ourselves to high standards, and embrace the hard work required to learn and grow.”

—BRIAN H. HARGROVE, HEAD OF SCHOOL



LEADERSHIP OPPORTUNITY

Northfield Mount Hermon, established on the principles of inclusivity and community, is seeking an ambitious, innovative, and strategic visionary with deep knowledge of the principles of equity, inclusion, and justice (EIJ) to join the school as the next Dean of Equity and Social Justice.

Founded in 1879 in the Connecticut River Valley of Western Massachusetts, NMH believes that an education for the head, heart, and hand inspires learning for life. With an academic and campus life curriculum that allows students to take charge of their own education, NMH is a place where creativity and intellectual curiosity flourish, hard work is rewarded, and students graduate understanding the importance of their contributions, both in their own communities and in the larger world.

Reporting to the Head of School, the Dean of Equity and Social Justice is an integral part of the senior administrative team and will work across the school

and within its various constituencies to uphold and further NMH's commitment to equity, inclusivity, and social justice. NMH is a thriving school with a strong reputation for valuing diverse people, experiences, and perspectives. There is still compelling, challenging, and joyful work to be done, however. NMH is not content to rest on the laurels of the work that the school has done to date; rather it wants to continue to break new ground in the national conversation and work on EIJ in independent schools. The new Dean will lead this charge and partner with colleagues across the institution to execute intentional, researched, and innovative plans that are ambitious and meaningful.





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The Dean of Equity and Social Justice will partner with the Head of School and other members of the senior administrative team to ensure that NMH's commitment to EIJ informs how the school delivers its mission in every aspect of the program and school life.

Collaborating across the school, the Dean will lead the design of frameworks, processes, and programs that will continue to promote community awareness, understanding, and commitment to issues of identity, equity, and justice. The Dean will have deep experience in the field and will serve as a strategic visionary, resource, guide, and planner focused on the long-range and day-to-day review, assessment, and integration of EIJ practice throughout the NMH community. The Dean will bring systems thinking to the role and, with the school leadership team, will set high benchmarks for progress and success within all facets of the work. The Dean will be a leader in the field who is committed to advancing NMH's institutional leadership in EIJ with purpose, intention, and excellence.

THE POSITION

STRATEGIC PRIORITIES

The Dean of Equity and Social Justice will be a thought leader and strategic partner who will help strengthen and advance Northfield Mount Hermon's vision and priorities for equity work outlined throughout the [Strategic Framework](#). In close collaboration with key constituencies, the Dean will prioritize the following:

- Provide critical leadership in the areas of diversity, equity, inclusion, social justice, and belonging at NMH.
- Create a roadmap — and collaborate with partners across the school — to fully utilize and deploy the Office of Multicultural Affairs (OMA).
- Continue assessment and improvement of current systems, processes, and programs to ensure transformative equity, inclusivity, and social justice are being promoted and supported.
- Lead (design new and steward existing) programs that create community awareness and further understanding and growth around all aspects of equity and belonging.
- Build and cultivate relationships with key stakeholder groups including students, faculty/staff, families/guardians, and alumni to ensure that students of color are recruited, retained, and supported.
- Partner with the Assistant Head of School for Academic Programs/Dean of Faculty and the Director of Human Resources to recruit, retain, and support diverse faculty/staff.
- Partner with the Assistant Head of School for Academic Programs, department chairs, and faculty to ensure that representation is built into the curriculum and that we continue to center professional development opportunities in EIJ work.
- In partnership with the Head of School and senior administrative team, develop a cutting-edge plan for the future of EIJ work at NMH that progresses the national conversation among independent schools.





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MISSION

Northfield Mount Hermon educates the head, heart, and hand of our students. We engage their intellect, compassion, and talents, empowering them to act with humanity and purpose.

VALUES

Inclusivity

Inclusivity is a founding principle of NMH, a bedrock of the community and the curriculum, and a marker of our collective strength. Here, we build community with intention, bringing students together to drive collaboration, expand understanding, and generate innovative approaches to problem-solving.

Learning for Life

We challenge each other to be curious, to think critically, to recognize and confront biases, and to pursue the best version of ourselves within a participatory, multidisciplinary academic culture. As students gain literacies and competencies, they learn to think and act as a force for good.

Service

At NMH, the process of doing the hard work and bringing one's full self to the task is just as important as the outcome. It's part of the journey of self-discovery. Social issues tie into all aspects of the student experience, enhancing learning in and out of the classroom.

VISION

We will

- Be a collective force for good as we educate the next generation of students who will serve and lead in communities around the world.
- Make historic investments in financial aid and assert our commitment to providing access and opportunity to underrepresented communities.
- Deliver a rigorous, immersive, and interdisciplinary program that relies on authentic connections, reflects our commitment to environmental stewardship and social justice, nurtures a global perspective, and leverages our unique resources on campus and around the world.
- Live our mission and values across the life of our school.

ESSENTIAL FUNCTIONS

Leadership

- Serve alongside other members of the senior leadership team in informing, shaping, and ultimately executing strategic priorities through day-to-day management of school operations.
- Liaise with the Board of Trustees, the Alumni Council, and the Family Council in all equity, inclusion, and justice initiatives and activities, including authoring and informing strategic choices around these priorities.
- In partnership with the Assistant Head of School for Academic Programs/Dean of Faculty, develop curriculum and expectations for EIJ instruction across departments and within all courses.
- With the Assistant Head of School for Campus Life, develop student life programs grounded in EIJ best practices and hold departments accountable to this commitment.
- Provide leadership, vision, and support to the OMA team including the Assistant Director and two administrative support personnel.
- Serve as the school's primary thought leader, strategic planner, and bridge builder around all areas of equity, inclusion, and social justice.
- Support the development of diversity advancing strategies and tactics across departments to ensure meaningful progress is achieved in closing equity gaps.

Employee Hiring, Training, and Professional Development

- **Hiring:** Participate in the hiring process for all faculty and administrative positions (directly or delegated to OMA Assistant Director). In this capacity, the Dean assesses candidates and reinforces NMH's EIJ practices and expectations for ongoing work for all employees. With the Assistant Head for Academic Programs/Dean of Faculty and Director of HR, develop and ensure

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delivery of anti-bias training for all employees engaged in the hiring process.

- Training and Professional Development: With the Assistant Head for Academic Programs/Dean of Faculty and Director of HR, develop and ensure delivery of orientation and professional development for all employees that broadens and deepens knowledge and skills around EIJ principles.
- In partnership with the Assistant Head of School for Academic Programs/Dean of Faculty, shape the adult affinity group work curriculum for all faculty.

Student Recruitment and Retention

- Partner with the Office of Admission to recruit students of color, including leading sessions for potential students and families and engaging in outreach to yield students.
- Lead Anderson Scholar Program (launched to yield and support students of color who demonstrate exceptional academic and community promise); liaison with Anderson Scholar families as an additional student advisor.

- With the Dean of Enrollment, assess opportunities for additional summer program enrichment opportunities for potential students, as well as matriculated students; if appropriate, develop and deliver summer enrichment program(s).

Student Programs

- Provide administrative and programmatic oversight to all non-religious affinity groups; advise the Student Diversity Committee.
- Create gender-inclusive spaces and support non-binary students; partner with Campus Life team to continue developing all-genders spaces in residence halls.
- Develop school-wide and targeted programming around all EIJ initiatives, including Martin Luther King Jr. Week programming and Lydia Keys Day.
- In collaboration with the Campus Life team, support development and training programs for student leadership groups; help shape campus-wide programming for students to ensure application of the EIJ lens.

PILLARS

To prepare students to learn with passion, act with humanity, and lead with intention, enabling them to find purpose in their potential, NMH has focused on three pillars that guide our curriculum, teaching methods, and the living and learning environment we have established for our students:

- *Academic Excellence: Provides the foundation for intellectual growth by fostering deep inquiry, thorough research, and critical analysis across disciplines.*
- *Student-centered Community: Offers the support and sense of belonging necessary for personal development. Our holistic approach emphasizes personal growth and well-being, extending beyond academics to nurture the whole person — unlocking our students’ full potential.*
- *Citizenship: Instills a sense of purpose and commitment to serve the greater good. We equip students to use their knowledge and talents to tackle challenges and make positive changes in their communities and beyond.*

These pillars, working together, are integral to delivering an NMH educational experience — an education for the head, heart, and hand. By adhering to these pillars, we remain rooted in our mission and create a meaningful and impactful educational experience for our students.

INCLUSIVITY STATEMENT

At Northfield Mount Hermon, we embrace the diverse backgrounds, experiences, and ideas of our community members and seek to create a culture where all members feel welcomed, accepted, and supported. By encouraging students to grapple with their roles as global citizens, we hope to empower them to develop their unique selves and talents and to act with humanity. Because we value building an intentionally inclusive learning environment, our students are better equipped to empathize, listen, serve, and lead.

Learn more about NMH’s [commitment to inclusivity](#).

Academic Programs

- Oversee and continue to improve the required 10th-grade Diversity-Social Justice (DSJ) course, as well as the equivalent requirement for students joining after the 10th grade; provide routine assessment of the program.
- In collaboration with the Assistant Head of School for Academic Programs/Dean of Faculty, regularly assess school curriculum to ensure that EIJ principles are embedded in courses.

Community Building

- Foster community building within and across underrepresented, underserved, and BIPOC communities to help students connect to form social support networks.
- Assist and lead difficult conversations and conflict resolution that may arise when addressing issues of race, gender, and identity; hold individuals and the community accountable to goals, plans, and actions.
- Be a transparent spokesperson for and champion of EIJ work at NMH.
- Develop a framework for engagement of families by affinity, including race, gender, and sexual orientation.
- Serve as a representative of the school, including its diversity, equity, and inclusion work, in the wider community of independent schools and beyond.

QUALITIES AND ATTRIBUTES

- Skilled leader with an ability to collaborate as a member of the senior administrative team and navigate the administration of the school at the highest level.
- Deep and proven experience in EIJ.
- Demonstrated ability to work collaboratively and communicate effectively with students, teaching faculty, administrators, parents, and alumni.
- Excellent executive functioning skills, including the ability to manage multiple tasks in a timely manner.
- Courageous and able to help keep all constituencies accountable.

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- Unafraid of confrontation, disagreement, and courageous conversations that lead to improved outcomes and understanding.
- Seasoned but humble communicator and educator with an affinity for building relationships and trust.
- An innovator who drives those around them to be and do their best 100% of the time.
- Ambitious about advancing EIJ work both at NMH and as part of the national conversation.
- Collaborative and flexible.
- Socially conscious, engaged, aware, and on the cutting edge of EIJ knowledge.
- Fearless in the pursuit of progress.
- Lead with optimism, audacity, hope, and a sense of humor.
- Authentic and empathetic.
- A motivator who can inspire trust, belief, and engagement in creating positive change.
- Someone who can uplift and enrich the lives of students.
- Ability to delegate and fully utilize all people within OMA.

QUALIFICATIONS AND REQUIREMENTS

- Master's degree (in multicultural education or related field) or equivalent combination of education and experience.
- Proven academic/scholarly background in EIJ work.
- Experience leading a department, developing successful policies, and developing, designing, and running successful EIJ programming.
- At least five years' residential experience (preferably at the secondary level; prior teaching and coaching helpful).
- Prior administrative experience (preferably involving supervisory and budgetary responsibilities).
- Experience with change-management is a plus.





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Northfield Mount Hermon is a coeducational, nonsectarian boarding school serving 650 students in grades 9 through 12, plus a postgraduate year.

NMH provides an advanced educational experience that empowers students to learn as they discover and follow their passions. At NMH, students find their purpose as part of an inclusive, diverse community that deepens their intellect, expands their compassion, and believes in their potential to become leaders who make the world a more equitable and just place.

NMH began as two institutions, both founded by 19th-century evangelist Dwight Lyman (D.L.) Moody: the Northfield Seminary for Young Ladies, which opened its doors in 1879, and the Mount Hermon School for Boys, which opened two years later on the other side of the Connecticut River, the current site of Northfield Mount Hermon. From the earliest days, the schools enrolled students from all races and ethnicities. This commitment to diversity continues today: 33% of NMH's domestic students are people of color, and 23% of students are from countries other than the U.S.

THE PROGRAM

Guided by the school's mission and values, academics at NMH are part of a learning and living experience that empowers students and sets them on a path of self-discovery, while preparing them to succeed in college and to address global challenges. The curriculum is more than a course catalog — it is a distinctive approach to harnessing rigorous college-prep academics, intellectual deep dives, excellent teachers, and collaborative learning into passion and ambition that last a lifetime. By focusing on educating the head, heart, and hand of each student, NMH ensures students work toward mastering specific,

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relevant content in every discipline while developing habits of mind and skills that are fundamental to becoming contributing members of the world. Read more about the combined [academic and campus life competencies](#) that students learn across the educational program at NMH.

DIFFERENTIATING PROGRAMS

Our focus on academic excellence, our commitment to a student-centered community, and our belief in the power of citizenship produce graduates who are not only academically advanced and intellectually adept — they are compassionate, resilient, and engaged citizens of the world. Programs that demonstrate the NMH approach in action include:

- **Advanced Scholars Program:** This program offers 33 college-level courses that span multiple disciplines, senior capstones, independent studies, and the Rhodes Social Entrepreneurship Fellowship. This program requires students to apply their learning using real-world skills and project-based assessments. Students not only complete high-level work, they use it to research and address global challenges, which allows them to develop into strong scholars who stand out as college applicants.
- **Environmental Studies:** Our environmental studies program includes 12 courses that cross disciplines, as well as the Farm Semester program, and immerses students in a multidisciplinary experience as they engage in close observation of the landscape and explore essential questions guiding society towards a sustainable future.
- **STEAM:** NMH students begin their scientific exploration by studying energy, matter, and motion and develop a solid foundation in the mechanics of mathematics while exploring real-world applications for their math and science skills. In the arts, student exploration in the four disciplines — dance, theater, music, and visual arts — focuses on developing their understanding

AT A GLANCE

650

Enrollment

746 acres

Campus size

60

Number of countries students hail from

33%

Domestic students of color

23%

International students

305

Number of faculty & staff

30%

Faculty of color

30%+

Students accessing scholarship support

\$12 million+

Need-based scholarship support awarded annually

\$56,314, boarding

\$34,361, day

Average need-based scholarship award



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of art as a language and examining what it means to be human. The Gilder Center, an innovative learning space for math and science, and the Rhodes Arts Center serve as two interactive facilities that inspire students to bring their ideas to life, creating spectacular projects that merge art, science, math, and humanities.

- **Humanities:** The humanities are a hallmark of an NMH education. Every student starts by examining their identities and their relationships with other people and with the environment through philosophical and artistic expressions. Students begin to understand how their education can be a tool for problem-solving that positively impacts humanity.
- **Athletics:** NMH develops skilled athletes who excel in both sports and academics while

actively engaging in the community — citizen-scholar-athletes. Our acclaimed athletics program produces sought-after college athletes in basketball, hockey, lacrosse, rowing, soccer, and wrestling. We value broad participation and encourage every student to experience the benefits of athletic competition by joining one of our more than 60 sports teams, which compete at multiple levels.

- **Arts:** We offer an expansive performing and visual arts program that emphasizes the creative process as much as the final product or production. Performance groups in jazz, chorus, and dance excel at national competitions, while many of our visual arts students receive national awards for their work. Many go on to pursue college educations that center on the arts or



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are part of a multidisciplinary approach to problem-solving.

- **Workjob:** Every NMH student is responsible for actively participating in the daily running of the school. Through Workjob, students serve their community and develop an understanding of the value of every person's contributions. Many alumni credit this experience as being instrumental in preparing them for workplace challenges and life after NMH.

CAMPUS & GEOGRAPHY

Northfield Mount Hermon is located on a serene, wooded 746-acre campus in the Connecticut River Valley of Western Massachusetts, two

hours from Boston and three hours from New York. With tree-lined paths, wide expanses, and charming architecture, NMH boasts the Gilder Center for math and science, the "greenest" building on campus; the new Calagione Fitness Center; and the beautiful Rhodes Arts Center, where NMH's visual and performing artists shine.

Western Massachusetts is a vibrant and attractive part of the US where you can hike the Berkshire Mountains, walk the Mohawk Trail, visit the Basketball Hall of Fame, or see a performance at the iconic Tanglewood music venue. Western Mass is also home to 22 colleges and universities, including Amherst, Williams, Mount Holyoke, Smith, and UMass Amherst. Learn [more about Western Massachusetts](#).



PROCEDURE TO APPLY

Northfield Mount Hermon is a community devoted to learning. The school incorporates a broad range of human experiences and perspectives that enrich our school's community and prepare our students for life and leadership in a multicultural society.

The continuing success of Northfield Mount Hermon depends upon the full application of the skill, effort, and dedication of its employees. The school is committed to employee relations, policies, and practices in which each employee is treated fairly and with dignity and respect, and is recognized and valued as an individual.

The school pursues recruitment policies and practices aimed at the employment of individuals of many different backgrounds. Northfield Mount Hermon prohibits discrimination in all employment practices, matters, and decisions, including recruitment, training, compensation, benefits, advancement, or termination. Northfield Mount Hermon prohibits discrimination on the basis of race, ethnicity, religion, national origin, sexual orientation, gender identity, age, veteran status, ancestry, pregnancy or pregnancy-related conditions, or disability, and any other characteristic protected under applicable law. Retaliation against any employee in response to a complaint of discrimination is impermissible, and may lead to disciplinary action up to and including termination.

Northfield Mount Hermon makes employment decisions on the basis of qualifications and merit, and exerts every effort to hire the most appropriately qualified person for each open position. Northfield Mount Hermon will take all necessary steps to comply with existing federal, state, and local fair employment laws and guidelines.

Interested candidates should submit via https://bit.ly/NMH_Deans_Equity_SocialJustice_AppForm the following materials confidentially as a single PDF file:

- A cover letter indicating the candidate's particular interest in and qualifications for the position
- A current résumé
- A statement of educational philosophy
- The names, addresses, and telephone numbers of five references, including at least two recent supervisors. References should speak to the applicant's ability to be an effective educator and administrator and to work collaboratively and collegially with adults, including trustees (references will be contacted only with the candidate's permission).

Please address any questions by email to julie@strategenius.org or by phone at 415-881-7105.



SEARCH CALENDAR

January 12, 2024
Applications Due

Week of January 22, 2024
Semifinalist Interviews

Weeks of February 5, 12, and 19, 2024
Finalist Interviews

Late February 2024
Announcement

July 1, 2024
Start Date

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