



Fremont Union High School District



Position: Affinity Group Development Lead

Department/Site:	FUHSD	Compensation:	.2 FTE Release, salary based on current placement for salary schedule
Reports to/ Evaluated by:	Director of Leadership Development Paid for with funds from the Student Support and Professional Development Grant. The position and job description expire in June 2027.		

Summary of Basic Functions & Responsibilities

This position supports the district's commitment to advancing equity, racial justice, inclusion, and belonging by facilitating staff affinity groups, coordinating on antiracist professional development for all staff, coaching on antiracist practices for all staff (including administrators and/or school teams), and coordinating student-facing equity initiatives across school sites, as well as parent groups.

Essential Duties & Responsibilities

Incumbents may perform any combination of the essential functions shown below. This position description is not intended to be an exhaustive list of all duties, knowledge, or abilities associated with this classification but is intended to accurately reflect the principal job elements.

- **Affinity Group**
 - Organize and sustain staff affinity groups
 - Support and coordinate with other affinity groups
 - Facilitate continued multi-cohort events and connections
 - Support development of mentoring and school site-based initiatives for staff
- **Antiracism Professional Development (PD) and Coaching**
 - Design and deliver professional development workshops in coordination with Professional Learning Team (PLT) focused on antiracism, culturally responsive/sustaining practices
 - Provide coaching for individuals and Professional Learning Communities (PLCs)/school teams focused on belonging and inclusion for student facing practices, instruction, and curriculum development
 - Collaborate with others to integrate equity and inclusion into existing and ongoing PD

Qualifications

Experience: three years experience and permanent status in FUHSD

- Experience with facilitating affinity group spaces/group dialogue
- Expertise in antiracism frameworks and culturally responsive pedagogy
- Experience designing and delivering PD and coaching
- Ability to work with diverse populations, empathy in connecting across difference
- Relevant experience in education and equity work
- Open to classified and certificated staff

Education, Licenses & Certificates:

- **Education:** BA or BS degree
- Valid California Driving License

Equity and Belonging Lead Job Description

Approved by FUHSD School Board on 06/09/2026

Working Conditions:

- Environment: Indoor, classroom setting. Work is performed in a classroom with continuing disruptions and distractions requiring pausing and restarting often to work with students and other staff members
- Driving between sites is required

Physical Abilities:

- Must be able to function in a school environment
- Requires auditory ability to carry on conversations in person