

CHARLOTTE LATIN SCHOOL

Director of Diversity, Equity, and Inclusion

"The Future is Bright"

Charlotte Latin School in Charlotte, North Carolina invites nominations and applications for the opportunity to lead diversity, equity, and inclusion programs and strategy beginning July 2022. The role of Director of Diversity, Equity, and Inclusion (DEI) demonstrates Charlotte Latin's consistent work toward building a more inclusive environment where all community members feel a sense of belonging and are respected, regardless of their race, ethnicity, religion, gender, sexual orientation, or socio-economic status, as well as other meaningful aspects of identity. Identifying and addressing issues of diversity, equity, and inclusion involves overcoming both micro- and macro-level challenges and requires a schoolwide commitment. It will be the specific charge of the Director to be in conversation with students, parents, faculty, staff, and alumni in honest and crucial dialogues on issues the school embraces.

As a senior administrator, the Director of Diversity, Equity, and Inclusion (DEI) is charged with strategic leadership to ensure a welcoming and inclusive campus for all CLS community members. Reporting to the Head of School, the Director of DEI will create and execute the vision for a positive campus climate which fosters a sense of belonging for all community members. Through purposeful and effective servant leadership, the Director of DEI will work collaboratively with academic departments, advancement, human resources, and other internal stakeholders to advance the [mission](#) of the school as it aligns with the following definitions of diversity, equity, and inclusion:

- Diversity emphasizes the value of multicultural representation in the student body, faculty, staff, and leadership. Embracing a broad definition of culture, which includes many different identities, Charlotte Latin School acknowledges the power of diverse perspectives and experiences for building empathy, cultural competence, and appreciation for others.
- Equity aims to provide access to the resources and support community members - especially students from historically underrepresented and underserved groups - need to achieve their fullest academic and social-emotional potential.
- Inclusion allows each person to show up authentically and confident of their standing as a respected, valued member of the school community.

Essential Duties and Responsibilities:

- As a member of the senior administrative team, provide insight about the overall campus climate (with specific emphasis on the student and family experiences) and advisement regarding the potential implications for these groups as it relates to the school's mission and institutional policies and practices.
- Lead the DEI team, which is comprised of the Assistant Director for DEI, six divisional coordinators, and faculty advisors.
- Leverage pedagogical content knowledge of multicultural and social justice education theory and culturally responsive teaching to craft meaningful learning experiences for students, faculty, staff, and parents.

- Oversee student and parent diversity advocacy groups and cultural alliances.
- Champion multicultural programming across all academic divisions via collaborative partnerships with the Lower, Middle, and Upper School Diversity and Inclusion Committees. This includes multicultural training and other activities which foster productive dialogues among students and others in the school community.

Education and Experience

- Bachelor's degree in a related field. Master's degree in education, social work, or related field preferred.
- Five to seven years of classroom teaching experience with demonstrated incorporation of culturally responsive practices.
- Diversity, equity, and inclusion planning, programming, and facilitation with students and parents in a K-12 independent school setting preferred.

Skills and Competencies

- Demonstrated knowledge of best practices in diversity, equity, and inclusion work.
- Communicate effectively with all constituents.
- Appreciate independent school culture.
- Listen empathetically.
- Honor confidentiality.
- Demonstrate genuine enthusiasm for working with high-achieving students and their families.
- Reflect a team-oriented attitude of service with the ability to respectfully challenge and inspire others.
- Engage with others as a patient and relational collaborator.
- Strong organizational and interpersonal skills with the ability to analyze needs and set priorities.
- Work effectively with families, faculty and staff to accomplish goals and objectives.
- Perform work with a constant awareness of improving processes necessary for positive growth.
- Adhere to the highest level of professionalism by demonstrating the Charlotte Latin School's core values.

For more information, please visit Charlotte Latin School's [homepage](#). Charlotte Latin is being assisted in this search by [Storbeck Search](#). For best consideration, please send all nominations and applications to: CharlotteLatinDEI@storbecksearch.com.



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