

## AVP of Education for Equity and Inclusion

### Description

#### Position Purpose

The Assistant Vice President for Equity and Inclusion is a visionary practitioner of equity and inclusion work at Middlebury College. Working closely with the Vice President for Equity & Inclusion they will play a dynamic educational role to foster awareness and promote a culture of belonging in inclusive living, learning, and working environments.

This position aims to enhance the capacity of students, staff, faculty, and administrators to address interpersonal and institutional dynamics that perpetuate marginalization and harm, ensuring that all members of the campus community feel seen, heard, supported, valued, and empowered.

**This is considered a full time benefits eligible position. The starting salary range for the position is \$82,514 to \$105,243 per year.**

#### Core Responsibilities

- Serve on College-wide committees (e.g., Community Bias Response Team, Advisory Group on Disability Access and Inclusion) focused on the impact of access, equity, and inclusion barriers on the way students, staff, and faculty experience and navigate the campus community.
- Respond to interpersonal and institutional dynamics that perpetuate barriers, marginalization, and harm by providing direct support to impacted members of the campus community, utilizing processes (e.g., educational consultation, mediation, restorative justice) designed to address impact and harm, and advocating for changes to policies and practices that perpetuate barriers.
- Collaborate with students, staff, faculty, and administrators to develop, revise, and/or implement policies and practices that would reduce barriers, increase access, and foster a more equitable, inclusive, and just environment.
- Develop and facilitate workshops for hiring departments and/or search committees that address equitable and inclusive hiring practices and provide support and consultation on the creation and utilization of tools and practices (e.g., rubrics, interview questions) to ensure best practices are implemented effectively.
- Provide support and guidance to individuals and groups involved in conflicts or disputes. Facilitate restorative processes to address harm, repair relationships, and promote connection, understanding, and empathy.
- Develop and facilitate workshops and facilitated dialogues for staff, faculty, and administrators designed to increase critical self-awareness; improve capacity for

perspective taking and understanding the experiences of others; recognize barriers to access, equity, inclusion, and full participation; engage in and facilitate difficult dialogues; provide culturally responsive education, advising, mentoring, and supervision; and develop strategies for fostering environments that promote retention, full participation, success, and belonging.

- Provide ongoing support, consultation, resources, and collaboration to students, staff, faculty, and administrators at Middlebury College, Middlebury Institute of International Studies, Middlebury C.V. Starr Schools Abroad, and Middlebury Language Schools addressing diversity, access, equity, and inclusion needs (e.g., recruitment, retention, hiring, supervision, reappointment, promotion, advising, mentoring, pedagogy, curriculum, bias response, policy review and revision, strategic planning, organizational development).
- Supervise two full-time staff members (Assistant Director of Education for Equity and Inclusion, and Coordinator of Educational Outreach and Restorative Practices) and oversee budget for Education for Equity and Inclusion (EEI) unit within Office of Institutional Diversity, Equity and Inclusion (OIDEI).

## **Requirements**

- Bachelor's degree required.
- Four years of full-time experience working in higher education.
- Experience hiring, supervising, evaluating, supporting, and developing full-time staff.

## **Benefits**

As an employee of Middlebury College, you will enjoy being part of a vibrant supportive community. Middlebury Colleges offers its employees excellent compensation and competitive health, dental, life, disability, generous retirement matching, and vision benefits, Middlebury offers a generous time-away program - up to 34 days per year during the first two years of service, increasing as the term of service lengthens. Middlebury employees are eligible for robust educational assistance programs as well as free or reduced rates for cultural events and use of sporting facilities (including the College's golf course and Nordic and alpine ski area). The result is a very high quality-of-life in a gorgeous setting. Middlebury Colleges offers its employees excellent compensation and other perks of employment including:

- MiddCard Privileges: access to athletic facilities, discounts at the College store, library privileges, and discounts at cultural and sporting events. In addition, the card allows door access to certain campus buildings. Spouses or domestic partners of benefits-eligible employees are eligible to receive a Spouse/Partner card with the same privileges as the employee card (except door access).

- Discounts on season passes at Middlebury College Snow Bowl, the Ralph Myhre Golf Course and the Rikert Outdoor Center.

- <https://www.middlebury.edu/human-resources/work-middlebury/partner-inclusion-program>

- <https://www.middlebury.edu/human-resources/self-service-resources/2024-benefits-information> A full listing of our benefit offerings.

To apply, visit: <https://apptrkr.com/5187743>