



Director of Equity and Inclusion

Harpeth Hall is a community of engaged, curious, and confident girls and young women, and we believe that to be an excellent school, we must cultivate a diverse, equitable, and inclusive environment in which to teach and learn.

Harpeth Hall seeks a dynamic, collaborative, and positive leader as their next Director of Equity and Inclusion. The Director reports to the Head of School and works closely with academic and administrative faculty and staff as well as students and parents. S/he leads the implementation of the School's diversity, equity, and inclusion initiatives, as stated in the School's strategic plan. This work includes, but is not limited to, recruiting and retaining diverse students, faculty, and staff, building a culturally competent community, and supporting faculty in ensuring an inclusive curricular and co-curricular program.

The Director will continue to move the Harpeth Hall community forward, by expanding the school's strategic focus on creating a school culture in which every member has a voice and feels respected and valued.

Qualities and Qualifications:

- Deep knowledge of diversity, equity, and inclusion best practices
- An eagerness to learn and grow in the position
- Outstanding verbal and written communication skills
- Ability to collaborate with all constituents and to engage with empathy and integrity
- Creative problem-solving skills
- High emotional intelligence
- Commitment to research-based practices
- Positive and optimistic attitude
- Appreciation for the value of an all-girls school

Responsibilities:

- Provide strategic leadership in the work of diversity, equity, and inclusion.
- Collaborate with Academic Council and Division Directors to assess and support the continued development of an anti-bias and culturally competent curriculum.
- Collaborate with the Leadership Team and Academic Council to improve the effectiveness in recruiting and retaining a diverse faculty and staff.
- Develop partnerships with community leaders and programs to promote Harpeth Hall to a broader audience.
- Provide on-going cultural competence training for faculty and staff.
- Serve on the Admission Team and help in identifying and recruiting underrepresented students.
- Design and implement a program which supports students and parents from underrepresented backgrounds transitioning into Harpeth Hall.
- Develop trusting working relationships with students, faculty, staff, and families to promote best practices and to respond to equity and inclusion issues as they arise
- Empower students, faculty, staff, and parents to embrace multiple viewpoints and to engage with others with integrity, respect, and empathy.
- Partner with the Communications Department to create inclusive materials for our internal and external audiences.
- Plan and implement continued parent education around equity and inclusion
- Strengthen ties and relationships with the broader Nashville community.