



BOSTON COLLEGIATE CHARTER SCHOOL
Director of Diversity, Equity and Inclusion (DEI)

OUR MISSION

The mission of Boston Collegiate Charter School (BCCS) is simple yet ambitious: to prepare each student for college. We offer an academically rigorous college preparatory curriculum for students in fifth through twelfth grades. 100% of our graduates have been accepted to college; the majority of them will be the first in their families to complete a college degree.

OUR VISION

- *All BCCS students will...* graduate empowered to choose their own directions, with options aligned with their passions and interests. They will be equipped not only to go to college, but to thrive there, and they will possess the leadership skills and mindsets necessary to make an impact in their communities and the world.
- *To achieve this vision of our graduates, BCCS will...* be academically rigorous, equitable, and inclusive. BCCS will create opportunities for each student to thrive and will cultivate curiosity, empathy, and the unique talents that each student brings. BCCS will be a beacon of the twin pillars of scholarship and belonging, and thus a national model for what integrated education can look like at its best.

CURRENT OPENING

We are looking for a **Director of Diversity, Equity and Inclusion** who wants to join our leadership team and help chart the course of our school in terms of diversity, equity and inclusion. This position reports to the Executive Director. As a strong candidate for our position, you will...

Have experience with....

- Antiracist/Antibias Pedagogy
- Culturally Responsive/Relevant Pedagogy
- Trauma-Informed Practice
- Supporting LGBTQ+ Students
- Supporting ELLs and Multilingual Families
- Facilitation for Students and Adults
- Adult Learning Plan Design
- Advising on Hiring and Retaining Diverse Staff

Be able and willing to...

- Speak authentically about the imperative for diversity, equity, and inclusion in schools
- Recognize how your identity impacts your work
- Communicate authentically and collaborate with colleagues, students, and families
- Consistently hold students and colleagues accountable
- Challenge other members of the school community in support of antiracism

Believe...

- In the school's core values of: scholarship, belonging, passion, responsibility, and integrity
- That all students have strengths and gifts to share as well as growth areas to be honed by their educators

- That you will grow as an educator best when you are held to high expectations for rigor, relationships, and relevance
- In the importance of feedback in the pursuit of continuous improvement

Expect to...

- Cultivate an inclusive, equitable, and liberatory environment for all stakeholders
- Inform, plan for, and help to execute BCCS's DEI strategy
- Teach up to ten periods a week to students focused on identity development
- Serve on the organization-wide DEI Task Force, reporting to the Board of Trustees
- Co-Chair the staff DEI Committee with another school staff member
- Co-Chair the Family Advisory Council on Diversity with another school leader
- Support families of all backgrounds in engaging with the school
- Design and lead staff professional development experiences
- Partner with an external consultant on strategy, planning, professional development and dilemmas
- Regularly review DEI data with school leadership to identify need-areas and course-corrections
- Publicize and support staff attendance of external DEI-related professional development opportunities
- Lead the launch of staff affinity groups and ensure their success
- Advise student groups to empower, educate, and involve students in DEI, including fostering affinity groups
- Oversee heritage month celebrations in all parts of the school
- Work in tandem with the instructional team to ensure the adoption of culturally relevant pedagogy
- Support the Director of Operations and other school leaders in hiring a diverse staff
- Support the instructional team in retaining diverse staff
- Be on campus daily from 7:30 am - 4:30 pm, with occasional earlier morning, evening, or weekend duties
- Be a 12-month employee, with vacation during regularly scheduled school holidays and three weeks over the summer
- Begin your employment with BCCS as soon as possible

ADDITIONAL QUALIFICATIONS

- Bachelor's degree required; graduate degree in Education, HR, or Organizational Development preferred
- Multilingualism preferred

JOIN OUR TEAM

To learn even more about working at Boston Collegiate Charter School, please visit our open positions via PDF, posted at <https://www.bostoncollegiate.org/careers/>. To formally apply, please submit an application at <https://forms.gle/D9JyTTteZkxX98j49>. No telephone or email inquiries, please.

Boston Collegiate is an equal opportunity employer. Accordingly, we make employment decisions without regard to race, color, religion, national origin, age, gender, gender identity, sexual orientation, veteran status, genetic information, or disability. Boston Collegiate is committed to building a supportive and inclusive workplace that reflects the diversity of Boston.