



Director of Equity Initiatives

Job Description

The Hunt Institute's mission is to provide unbiased research, technical expertise, and learning opportunities that equip and empower educators and policymakers to drive equitable reforms and become audacious champions for education.

Since its establishment in 2001, The Hunt Institute has emerged as a recognized and credible leader in the movement to transform American public education and a go-to source for reliable, objective, and timely information. The Institute works at the intersection of education policy and politics, supporting state and national officials and empowering them to transform education. The Institute's mandate is to inspire and equip elected officials and senior policymakers to make informed decisions that improve the lives of all children, with its primary audience consisting of governors, legislators, and other elected and state-level policymakers.

Position

The Director of Equity Initiatives (DEI) will serve as an educational and institutional leader in shaping and promoting equity and diversity-based policies, partnerships, and strategic initiatives that align with The Hunt Institute's vision and mission, and provide leadership and expertise to develop, implement, and achieve The Institute's strategic plan goals. The DEI will promote and model a culture of positive engagement and continuous learning, both internally and externally, in efforts to increase knowledge, awareness, competency, and advocacy related to equity and diversity. The DEI will support the John M. Belk Impact Fellowship program by ensuring that current college and graduate students from accredited institutions gain skills and experiences through paid internships with John M. Belk Endowment grantees and partners. Specifically, the DEI will oversee the Fellowship program which will include interacting with Fellows as a mentor, facilitator, and advocate, participating in building a positive educational environment between the Fellows and organizations they are placed with.

The DEI will report directly to the Vice President and be based out of The Hunt Institute's office in Cary, North Carolina.

Responsibilities

- Provide leadership, coordination, consultation, assistance, strategic oversight, and direction regarding all diversity, equity, and inclusion matters.
- Develop metrics and dashboards to ensure accountability, tracking, and monitoring of diversity, equity, and inclusion efforts.

- Collaborate closely with the leadership team to provide them information that is most effective in furthering The Hunt Institute's vision, mission and strategic plan.
- Periodically, and when necessary, update leadership and the Board of Directors on progress toward the organization's equity-focused goals.
- Build knowledge, skills, and competencies around diversity, equity and inclusion for staff, Board and other appropriate partners connected to the work of the organization.
- Develop and implement the curriculum and resources used to support the annual John M. Belk Impact Fellowship program.
- Schedule meetings and conduct site visits to meet with university/college career counselors, building impactful relationships to support recruitment strategies for underrepresented groups.
- Support the ongoing development of The Hunt Institute's internship program.
- Other duties as assigned.

Qualifications

- Commitment to the mission and vision of The Hunt Institute, alongside a passion for challenging entrenched systems of educational inequity towards the bettering of public education for all children.
- Passion for investing in the growth of colleagues; able to motivate and rally support in service of organizational mission and goals.
- A strong work ethic, with a results-oriented philosophy and personal qualities of trustworthiness, openness, accessibility, kindness, flexibility, and a sense of humor.
- Ability to handle multiple assignments and accomplish deadlines; ability to pay attention to accuracy and detail while thinking broadly.
- BA/BS degree with a minimum of five years of experience leading diversity, equity, and inclusion work at the organizational level required, or an equivalent combination of education and experience.
- Ability to travel (anticipated between 15-20%).

Ideal candidates will also demonstrate:

- Knowledge of state and national P-16 education policy.
- Resourcefulness and good judgment.
- Leadership by example.
- The value of diversity of thought, backgrounds, and perspectives.
- Integrity/ethics beyond reproach.
- Constant seeking to apply best practices.
- Willingness to work collaboratively and consider new ideas.
- Commitment to The Hunt Institute's mission, vision, financial stability, and success.

Equal Employment Opportunity

At The Hunt Institute, Equal Employment Opportunity is our commitment and goal. All qualified candidates will receive consideration for employment without regard to race, national origin, gender, age, religion, disability, sexual orientation, veteran status, marital status, or any other

protected status designated by federal, state, or local law. Applicants are encouraged to confidentially self-identify when applying. Employment is contingent upon successful completion of a reference check and background investigation.

To apply: Please submit cover letter, along with a résumé or CV, and a writing sample (no more than five pages; sections from a longer paper can be submitted) to applicant@hunt-institute.org with the subject line “Last Name – Director of Equity Initiatives.” No phone calls, please.