

# Dean of Equity, Diversity, and Inclusion (EDI)



# Dean of Equity, Diversity, and Inclusion

Juniata College (Juniata.edu) is pleased to welcome nominations and applications for the position of Dean of Equity, Diversity, and Inclusion (EDI). Reporting to the President and sitting on the Senior Leadership Team (Cabinet), the Dean of EDI serves as the senior diversity officer for the College, with the responsibility for developing and implementing a comprehensive plan for furthering equity, diversity and inclusion by leading and coordinating efforts to create a diverse, inclusive and welcoming environment.

Founded in 1876, Juniata is an independent, co-educational college of liberal arts and sciences. Located in the scenic mountains of central Pennsylvania, the beautiful 110-acre main campus in Huntingdon is supplemented by the 365-acre Baker-Henry Nature Preserve and Baker Peace Chapel. In addition, a 365-acre Environmental Studies Field Station on nearby Raystown Lake provides one of the most distinctive opportunities in environmental science in the nation.

Enrolling approximately 1,400 students, the College and has a strong reputation for excellent academics, personal attention, and state-of-the-art technological resources. Juniata students enjoy small classes (average class size: 19), a challenging, flexible curriculum, collaborative student-faculty relationships (ratio 12:1), countless chances to learn by doing, and a lively campus offering lots to do with great new friends. There are various EDI events throughout the year. (<https://www.juniata.edu/offices/diversity/events/>)

Juniata is highlighted in scores of diverse guides, articles, and measures of colleges and universities. Regardless of evaluation methods, the College is consistently praised as supportive, innovative, and a model for the best that a liberal arts education can be.

## LOCATION

Huntingdon, PA was incorporated as a borough in 1796. Its early date of incorporation, by Juniata Valley standards, led Huntingdon's mid-19th century newspaper editors to bestow on it the nickname of "the ancient borough." Despite Huntingdon's very early founding, and the survival of representative buildings from its first century of development, the majority of outstanding buildings which line Huntingdon's downtown streets today document a later period of expansion and development which occurred between the Civil War and World War I. During this extended period, many of the ancient borough's original buildings were replaced by the larger and more substantial structures now seen along its streets. They signify a new social and economic structure, made possible by efficient railroad transportation, which saw Huntingdon transformed from a town of less than 1500 residents in 1850 to double that population (3034) in 1870 and to more than 6000 citizens in 1900. (<https://huntingdonboro.com/history/>) Being a progressive town, in 2019 Huntingdon passed an LGBTQ anti-discrimination law, a first for rural Pennsylvania. (<https://why.org/articles/huntingdon-passes-lgbtq-anti-discrimination-law-a-first-for-rural-pa-2/>)

## Mission

*Juniata's mission is to provide an engaging personalized educational experience empowering students to develop the skills, knowledge and values that lead to a fulfilling life of service and ethical leadership in the global community.*

## Inclusion Statement

Juniata College believes in and embraces the liberal arts and as such, encourages and seeks mutual benefit through diversity of thought and approach which enriches the academic community, as well as the lives of the students and colleagues. Juniata College is committed to creating a welcoming community supported by relationships based on collaboration and mutual respect. The College endeavors to create an inclusive learning environment where members with different perspectives and backgrounds can learn, contribute, and thrive.

## Student Recommendations

In May of 2020, following the murder of George Floyd, the College began a long overdue movement to earnestly re-invest energy and resources in supporting and ensuring the academic and developmental success of our BIPOC student populations. Although the College may have a somewhat dubious prior history of standing up for and with these students, the current moment is infused with a sense of authenticity and purpose that is qualitatively different than in the past. Juniata students decided to take an unflinching stance in leading and urging the College to “do better”. An excerpt from their letter reads: “...We resolutely stand in agreement that Juniata College must begin and continue an institution-wide shift in all aspects of its culture which focuses on anti-Black racism. It is necessary for the College’s Administration, Faculty and Staff to hold themselves accountable for making this change and removing the undue burden from the shoulders of its students of color. To be clear, we publicly recognize the capabilities, aptitude, and immense power of the Juniata administration to act, and we know that you can do better. We believe in you, Juniata.”

Juniata College's previous Strategic Plan - (<https://cdn.juniata.edu/documents/about/strategic-plan-6-17.pdf>)

In August of 2021, Juniata selected a Dean of EDI who was able to make significant impacts in the areas of student engagement and support, EDI excellence in programming and connections with the surrounding community. Her family and musical pursuits have required a move out of the area, however, her impact is lasting, demonstrating the collaboration and positive change that drives greater inclusion. We are seeking an individual who will capitalize on this momentum and drive an equity-minded culture forward on our campus.

Juniata is about to launch anew strategic plan this fall. One of the three pillars of this plan is Equity - minded culture for which the EDI Dean will have significant leadership and resource commitment.



## **Position Responsibilities**

Reporting to the President and a member of the Senior Leadership Team, the Dean of EDI will support the College's strategic goals by proactively fostering an inclusive learning and working climate. The Dean of EDI will engage campus and community members to advance policies and promote mindsets and behaviors that value and support equity, diversity, and inclusion. The successful candidate will collaborate to drive professional development with outcome assessments related to equity literacy, cultural humility, identity-based discrimination and harassment designed to increase awareness of and support for equity and inclusion values.

**Scope of Position:** Promote EDI priorities and programs both internally and externally

- Ensure that students, staff, and faculty have an equitable place to work and learn, regardless of their race, color, religion, gender, national origin, age, disability, ancestry, genetic information, ethnic origin, marital and parental status, veteran status, citizenship status, sexual orientation, gender identity or expression
- Lead the College's Equity, Diversity, and Inclusion Council to advance institution-wide goals
- Assess the College's programs, policies, procedures and practices to identify gaps and barriers that limit progress in the areas of diversity, equity and inclusion
  - Recommend to the Senior Leadership Team and to departments, offices and units changes in policy that will advance equity, diversity, and inclusion
- Refine and implement an EDI framework across the institution with a 3-5 year timeline that maps actionable goals and institutional outcomes to resources and accountabilities
  - Regularly prepare and report goals and progress to Juniata campus community, Senior Leadership Team, and Board of Trustees
- Research and recommend improvements to the bias response and intervention structure based on best practices: work with campus leaders to develop and facilitate efforts related to prevention, education, and intervention
- Lead and support highly visible inclusive educational and awareness events and activities to develop and strengthen cultural humility
  - Provide, and facilitate/deliver professional development on cultural humility, gender differences, disability, social justice, socioeconomics, and other topics designed to increase awareness and support of diversity, equity, and inclusion values for the Juniata College Community (students, staff, faculty, Board of Trustees)
  - Lead, plan, and implement diversity initiatives, inter-community events and activities that interact readily and effectively with student affinity groups, students, faculty and staff from underrepresented and marginalized populations, and all members of the Juniata community

- Work with faculty and instructors to design classrooms and assessment practices that lead to more inclusive and equitable outcomes
- Strengthen and enhance existing and new diversity programming for student and faculty and staff cohorts through orientation and onboarding, trainings, seminars and lectures, discussions and programming, social events, and alumni engagement
  - Stewards of Diversity
  - EDI Speaker Series
  - Plexus
- Serve as an advocate, mentor, and resource in support of underrepresented students and employees
- Facilitate opportunities for student training and development, collaborate with admissions to enhance pipeline programs, recruitment, enrollment and retention of diverse undergraduate and graduate students
- Create a strong partnership with all members of campus leadership to advance the recruitment, support for, and retention of employees from diverse backgrounds
- Advance the College's efforts to recruit, support, and retain diverse faculty and staff that reflects the values of diversity, equity and inclusion

### **Qualifications:**

- Master's degree from an accredited college or university with 5-8 years of experience related to diversity, equity and inclusion (advanced degree preferred)
- Well-organized and self-directed individual who exhibits a high level of positive energy and integrity that inspires trust and confidence
- Strong administrative ability to articulate and realize concrete measures for implementing the work of a strategic vision
- Knowledge of current diversity trends/issues with a clear understanding of the importance of an inclusive and diverse environment in a comprehensive higher education or similar setting
- Evidence of success in positively promoting and advancing organizational diversity goals
- Ability to foster open transparent communications and proactively build positive relationships with faculty, staff, students, and diverse constituencies
- The ability to speak and write in a clear and concise manner that frames diversity as fundamental to organizational excellence, inspiring others, aligning the organizations and the community's interests
- Must have a high degree of cultural intelligence and technical mastery of diversity and inclusion strategy and implementation



# Application Procedure

Applications and nominations should be submitted electronically to:

Cheryl Hyatt  
Juniata@hyatt-fennell.com

Applications should include a Microsoft Word attachment or PDF including the following:

A cover letter  
Current resume

A Diversity Statement that addresses how your past and/or potential contributions to diversity will support Juniata College's Diversity Statement  
Contact information for five professional references

Nominations should include:

Name of nominee  
Current contact information

All applications and nominations will be considered highly confidential.

For additional information contact:

Robert Head  
RHead@hyatt-fennell.com  
or  
Cheryl Hyatt  
CHyatt@hyatt-fennell.com

*Juniata College is committed to a policy of equal opportunity for all persons, without regard to race, sex, age, religion, national or ethnic origin, color, disability, veteran status or family status. (<https://www.juniata.edu/about/presidents-office/policies/institutional/affirmative-action.php>)*

