



Director of Diversity, Equity & Inclusion

The French American School of New York (FASNY) is an international, independent, coeducational day school providing a global education to approximately 800 students in nursery through grade 12.

Founded in 1980 as a 17-student preschool, FASNY has evolved to become a premier bilingual and international N-12 day school with global reach. Our dedicated staff of teachers and administrators is committed to creating an environment that is nurturing yet challenging, one that encourages students to flourish intellectually, emotionally, and ethically. Our goal is to have a faculty and staff whose diversity reflects as closely as possible to the student body. The school is now seeking an innovative, creative, and dynamic educator to lead the school forward in the next phase of its development. This position will focus largely on working with faculty and leading them forward in adopting inclusive pedagogies and curricula. FASNY will provide a strategic framework through which the director can build the school's infrastructure for meaningful inclusion of all its members.

Responsibilities:

The Director of Diversity, Equity and Inclusion will report and collaborate closely with our Division Heads. Specific responsibilities of the position include but are not limited to the following:

Diversity and Inclusion Initiative

The Director of Diversity, Equity and Inclusion will be in charge of leading FASNY forward to achieve diversity and inclusiveness to support the School's mission by advising on matters that will advance the School's culture and community experience.

The Director of Diversity, Equity and Inclusion will identify and lead strategies, and tasks through a collaborative process with our Division Heads making sure that the strategic, aspirational aspects of the initiative are reflected in the actions carried out to achieve our goals.

Curriculum and Inclusion

The Director of Diversity, Equity and Inclusion will promote, advise upon, and support curriculum development aimed at teaching and learning to think critically about cultural diversity. Specifically, the director will collaborate with both individual faculty members and departments to develop courses and curricula that include the study of race, gender, ethnicity, nation and nationhood, class, and religion and their intersections. The director will actively research new pedagogies, curricula, and best practices that address common classroom challenges in teaching about identity, social difference, and inequality, and will train FASNY teachers how to incorporate these into their classrooms. The director will work with faculty and administrators to integrate into FASNY's academic and out-of-classroom programs curricular and institutional change supportive of inclusive pedagogies.

Recruiting, Networking, and Hiring



The Director of Diversity, Equity and Inclusion will assist the Division Directors in recruiting and hiring faculty of color. The Director will also work closely with FASNY's Human Resources Manager and Head of School towards the goal of achieving greater diversity in FASNY's faculty, staff, and administration as well as mentor, support, and help retain faculty and staff of diverse backgrounds to achieve workplace inclusion.

Student Leadership and Education

The Director of Diversity, Equity and Inclusion will develop student leadership in matters related to diversity, equity, and inclusion. Specifically, the director will coordinate on-campus equity education programs for all divisions; will facilitate student attendance at local, regional, and national conferences related to equity education as needed; and will work with the Division Heads to coordinate student affinity group leadership.

Adult Education and Professional Development

The Director of Diversity, Equity and Inclusion will also develop on-campus workshops focused on teaching adults how to work with all students most effectively and will facilitate and ensure faculty professional growth in understanding the role of social and cultural factors in both teaching and learning.

Requirements & Qualifications:

The successful applicant will have a bachelor's degree; a master's degree or equivalent years of experience is also required. Teaching and/or training experience is essential, with three to five years of experience preferred; experience as a supervisor and skill as an evaluator of others' performance will also be preferred. Candidates should have demonstrated leadership ability with adults, both individually and in groups; demonstrated commitment, in a school setting, to diversity and inclusion goals; demonstrated personal commitment to professional growth, and to receiving and acting on constructive feedback. References should attest to the applicant's ability to function in a leadership role; superb oral and written communication skills; comfort with, enthusiasm, and capacity to work with others in a high functioning, collaborative, and innovative educational setting. Our ideal candidate will be collaborative, resilient, flexible, diplomatic, confident, patient, and possessed of a sense of humor and professional presence.

Salary & Benefits:

FASNY is committed to attracting and retaining outstanding faculty by providing a competitive compensation package. This package includes, but is not limited to, a monthly salary, and excellent health benefits.

Application Process:

Interested candidates, please send your resume and cover letter to Vanessa Cullen at vcullen@fasny.org.

Applications will be reviewed beginning November 2nd, 2020. Interviewing for this position will begin after November 23rd, 2020. Applications will be accepted until the position is filled.