



Deputy 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 drive education reform. 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 consists of governors, legislators, and other elected and state-level policymakers.

Position

The Deputy Director of Equity Initiatives (DDEI) 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 mission and vision, and provide leadership and expertise to develop, implement, and achieve The Institute's strategic plan goals. The DDEI will promote and model a culture of positive engagement and continuous learning, both internally and externally, to increase knowledge, awareness, competency, and advocacy related to equity and diversity. The DDEI will support the John M. Belk Impact Fellowship program by ensuring 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 DDEI will oversee The Hunt Institute internship program which will include interacting with interns as a mentor, facilitator, and advocate, participating in building a positive educational and developmental experience for the interns. The DDEI will oversee the recruitment, hiring, and supervision of all THI Interns.

Additionally, the Deputy Director will lead the creation, recruitment, and development of an Inclusive Leadership cohort for K12 education leaders. This position will provide general support to our One Million Teachers of Color (1MToC) campaign, content development for Institute programming, and Institute HBCU Initiatives as well. The Deputy Director of Equity Initiatives will report to the Director of Equity Initiatives and the ideal candidate will be based out of The Institute's office in Cary, North Carolina.

Responsibilities

- Provide support, coordination, consultation, assistance, regarding all diversity, equity, and inclusion matters.
- Serve as a thought partner with the Director of Equity Initiatives to provide support for internal staff training and content development for Institute initiatives and programs.
- Develop metrics and dashboards to ensure accountability, tracking, and monitoring of diversity, equity, and inclusion efforts.
- Support with the content and research for Educator Diversity Summits and Task Force.
- Build knowledge, skills, and competencies around diversity, equity and inclusion for staff, Board and other appropriate partners connected to the work of the organization.

- Support the development and implementation of the curriculum and resources used to support the annual John M. Belk Impact Fellowship program and The Hunt Institute intern program.
- Oversee the selection, supervision, and development of THI Interns (3-5 Fall, Spring, and Summer).
- Lead the creation, recruitment, and development of the Inclusive Leadership Cohort for educator leaders.
- Develop content and research for Education Equity programs that engage resource experts, partners, stakeholders, and legislators.
- 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.
- A commitment to creating inclusive spaces both internally and externally for Institute staff and key stakeholders.
- 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.
- Exceptional analytical and conceptual thinking skills, especially as they relate to breaking down a problem or moving people and work from Point A to Point B.
- Demonstrated ability to cultivate partnerships both inside and outside of an organization and to move a group towards a common goal.
- BA/BS degree required, masters preferred 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.
- Relevant experience in education, DEI, educational leadership, public policy, public administration, or related field preferred.
- Ability to travel (anticipated between 15-25%).

Ideal candidates will also demonstrate:

- Knowledge of state and national P-16 education policy and DEIB research and best practices.
- Resourcefulness and good judgment.
- Experience working with and/or for elected officials.
- Leadership by example.
- The value of diversity of thought, backgrounds, and perspectives.
- Integrity/ethics beyond approach.
- 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.

Benefits and Compensation

The Hunt Institute offers competitive compensation and an attractive benefits package, including health, dental and vision and a 401(k) plan with an employer matching contribution policy.

We feel passionately about equal pay for equal work, and transparency in compensation is one vehicle to achieve that. The salary recruitment range for this position is: \$85,000 - \$93,465.

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 a cover letter, résumé, and 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 – Deputy Director of Equity Initiatives.” No phone calls, please. **Priority will be given to applicants who apply by December 5, 2022.**