Community Educator for DEI and Campus Climate
AISP Administration
University of Massachusetts Amherst

The University of Massachusetts Amherst invites applicants to apply for the position of Community Educator for DEI and Campus Climate. Under the supervision and general direction of the Director of Diversity Education and Training of the Advocacy, Inclusion and Support Programs (AISP), the Community Educator for Diversity, Equity & Inclusion and Campus Climate will work with various offices to develop innovative education initiatives and serve as subject matter expert regarding the improvement of campus climate, and the prevention of acts of bias, hatred and identity-based violence.

Essential Functions:

- Develops, implements, and evaluates evidence-based, trauma-informed, and culturally relevant in-person and online climate improvement and identity-based violence prevention curriculum for diverse campus populations
- Disseminates and maintains working knowledge of research in relevant areas such as cultural humility and intersectionality. Utilizes pedagogical approach grounded in strengths-based and community cultural wealth perspectives
- Assess and address campus climate improvement needs and develop related online instructional modules, facilitator trainings, and other curricula
- Implement strategic education and outreach with university partners and community stakeholders
- Identify and examine issues and trends affecting campus climate; make recommendation for educational programming and initiatives
- Leads or coordinates campus climate and community education programs and initiatives as needed
- Serve as a point of contact for requests for education programs and maintains an internal database to assist with specialized trainings, presentations, or events within Student Affairs and Campus Life and Residential Communities. Conducts comprehensive assessment and evaluation of educational initiatives and learning to ensure compliance with goals, funding, and campus needs. Develops tools and measures to evaluate the effectiveness of programs and educational materials and provide outcome reporting on regular basis. Conduct surveys, focus groups, or performs other methods of data collection in order to create metrics and track outcomes for initiatives
- Monitor related national and local events and trends. Adapt existing programs to respond to changing campus populations, culture, and needs. Create new programs and educational content to increase engagement and awareness through collaboration and communication. Design and develop digital learning experiences and assessments
- Collaborate with university stakeholders to ensure coherence and mutual reinforcement of educational initiatives as they fit into advancing the university’s overall diversity, equity, and inclusion goals, strategy, and approach
- Perform other related duties as required

Other Functions:

- Performs related duties as assigned or required to meet Department, Executive Area/Division, and University goals and objectives.
- Understands responsibilities with respect to Title IX, Clery and other compliance requirements.
- Demonstrates capacity, skill and willingness to engage students and contribute to student success.
- Works collaboratively with other campus stakeholders to fulfill the mission of Student Affairs and Campus Life.
- Understands responsibilities with respect to conflicts of interest and behaves in ways consistent both with law and with University policy.
Contributes toward creating a positive and respectful workplace defined by personal and professional competence, integrity, and collaboration.

Understands and contributes to implementation of departmental and institutional goals for achieving non-discrimination and creating a respectful, inclusive environment that is supportive of diversity.

Uses access to sensitive and/or not yet public university related information only in the performance of the responsibilities of position and exercises care to prevent unnecessary disclosure to others.

**Minimum Qualifications (Knowledge, Skills, Abilities, Education, Experience, Certifications, Licensure)**

- Master's degree in education, social justice education, public health, sociology, or related field with minimum of three years post master’s full time experience working in a university setting
- Sophisticated understanding of the impact of bias and hate crimes on communities
- Demonstrated knowledge of collective and historical trauma
- Experience with meditation and conflict resolution
- Demonstrated experience designing, implementing, and evaluating evidence-based, online, in-person and/or blended prevention curriculum for diverse groups
- Demonstrated creativity and knowledge of educational pedagogy, best practices in online learning, adult learning principles, and related models
- In-depth experience of online learning development technologies, to include Adobe Captivate 8 or higher and LMS platforms (such as Moodle or Blackboard)
- Ability to assess learning goals and make technological recommendations, to utilize technologies to create and improve innovative learning experiences
- Contemporary knowledge of current events, social movements, national issues impacting campus climate, and political trends broadly and those related to campus life especially
- Excellent computer skills using Microsoft Office Suite and experience utilizing emerging and innovating graphic design, video editing, and social media technologies
- Ability to handle multiple tasks simultaneously, meet time sensitive deadlines and prioritize workload with minimal supervision; ability to work independently as well as collaboratively as part of a team. Ability to work with partners, experts, technical consultants, and stakeholders
- Excellent verbal and written communication

**Preferred Qualifications (Knowledge, Skills, Abilities, Education, Experience, Certifications, Licensure):**

- Familiarity with principles of restorative practices and/or transformative justice
- Experience supervising student staff

**Physical Demands/Working Conditions:**

- Typical office environment

**Work Schedule:**

Monday – Friday; 8:30am – 5:00pm; some evening and weekend hours required.
Salary Information:

- Professional Staff Salary Administration Program Position Level: 27

Special Instructions to Applicants:

- Please submit your letter of interest, resume, and names, addresses, email and phone numbers of three references by the priority deadline of March 31, 2020. Applicants should apply by the priority deadline in order to ensure consideration.
- For more information, or to apply, please visit: https://careers.umass.edu/amherst/en-us/job/504895/comm-educ-deicampus-climate

UMass Amherst is committed to a policy of equal opportunity without regard to race, color, religion, gender, gender identity or expression, age, sexual orientation, national origin, ancestry, disability, military status, or genetic information in employment, admission to and participation in academic programs, activities, and services, and the selection of vendors who provide services or products to the University. To fulfill that policy, UMass Amherst is further committed to a program of affirmative action to eliminate or mitigate artificial barriers and to increase opportunities for the recruitment and advancement of qualified minorities, women, persons with disabilities, and covered veterans. It is the policy of the UMass Amherst to comply with the applicable federal and state statutes, rules, and regulations concerning equal opportunity and affirmative action.