**National Diversity Director**

Diversity

Position Description

Supervised by: Vice President of Diversity

Supervises: None

Status: Exempt

Location: National

**To advance the purpose of InterVarsity and the 2030 calling, this position will** lead diversity, catalyze and leverage an inclusive organizational culture for all InterVarsity staff; design, implement, and measure whole systems initiatives collaboratively to leverage the impact of diversity.

**MAJOR RESPONSIBILITIES**

**Personal:**

* Be a maturing disciple of Jesus Christ: growing in love for God, God's Word, God's people of every ethnicity and culture, and God's purposes in the world

**Strategic National Leadership**

* Embody, influence and champion joyful diversity and inclusion culture
* Partner with VP Diversity and Diversity Team in leading together, the Diversity Programs of the 2030 National Strategic Plan
* Communicate, model and disseminate a shared, robust vision for Diversity along with Diversity Team and VP-Diversity nationally and within the Field VP’s geography
* Assist InterVarsity in becoming a top Diversity and Inclusion organization within the broader culture
* Own, lead, and further significant initiatives of Strategic Plan 8.2 (Diversity) as assigned by VP Diversity to impact national Diversity culture
* Form and lead National Employee Resource Groups (ERG) as identified and assigned by VP of Diversity
* Lead organizational systems change for the National Employee Resource Groups to impact thriving of particular InterVarsity staff constituents
* Manage the execution of strategic national diversity initiatives as assigned by VP Diversity to build organization’s mission effectiveness and diversity capability among staff
* Focus efforts on a specific geography as assigned by the VP of Diversity; acts as an active change agent and main leader of diversity initiatives
* Create, write and implement Annual Diversity Strategic Plan for geography aligned with 2030 National Strategic Plan
* Identify key priority actions and sustaining interventions within geography that has greatest potential for impacting InterVarsity nationally; Work collaboratively with Diversity team to design interventions and deliver them across geographies as needed in partnership with team
* Design holistic interventions in collaboration with key leaders and team members to close diversity related gaps within the assigned Field VP system which may include but not be limited to retention, career needs, training, staff pipelines, conflict etc., broadening solutions, influence and interventions to other national geographies

**Collaborative and Change Leadership**

* Build trusting relationships with various diversity constituent groups (ethnicity, gender, generation, sexual orientation, abilities and other affinity and identity groups)
* Recognize, assess and navigate complex group dynamics with emotional intelligence, organizational awareness (power, histories, politics), cross cultural competence selecting from a variety of approaches suited to the context and issue
* Demonstrate intersectional thinking and hold multiple identities and affinities for InterVarsity staff in creative tension
* Form effective, collaborative, partnerships with Field VP, all Regional Directors and key Area Directors within geography establishing clear communication patterns and timely feedback loops
* Influence and consult with Regional Directors, Area Directors and staff on Diversity related questions in a manner that instills trust and confidence
* Act as change agent nationally and within geography to drive culture of inclusion, identifying areas for change, building consensus among stakeholders, initiating solutions
* Advise VP-Diversity and VP-Field on complex and sensitive Diversity related issues pertaining to geography
* Provide visibility, presence and access for Diversity issues and concerns by attending regional gatherings strategically

**Trend Analysis and Measurement**

* Observe and analyze diversity related trends and patterns within geography using qualitative and quantitative means
* Demonstrate familiarity with broader diversity trends nationally and outside the organization
* Prepare comprehensive reports for VP-Diversity and VP-Field synthesizing qualitative and quantitative data into usable insights and recommendations
* Measure effectiveness of solutions and programs
* Create geographic and regional diversity scorecards for each region based on format from Diversity Department
* Connect Diversity wins to Return on Investment (ROI) for organization’s mission

**Training, Conflict and Talent Management**

* Design and deliver key training on diversity and inclusion related competencies at every leadership level in partnership with Diversity team
* Partner with VP of Diversity and Diversity Team in designing and delivering training at Cultivate
* Triage, consult and mediate diversity related conflicts with discreteness, swiftness and professionalism, often within a Field VP geography
* Assess and refer appropriate conflicts to External Mediators or HR, aligned with policies and procedures outlined in Staff Handbook
* Integrate and implement best diversity related talent management practices as rolled out by Department of Diversity and Learning & Talent, often within a particular geography
* Assist Field VP and RDs in creating a diverse slate of candidates for interviews and promotions

**Team Work**

* Attend and Participate fully in Diversity Department team meetings and training engaging as a contributing member
* Build collegial and effective working relationships with diversity team, broader People and Culture Leadership Team and various other national teams and leaders as needed
* Shape position in the first year closely with VP of Diversity

**Ministry Partner Development**

* Establish and nurture ministry partner relationships through visits, phone calls and regular prayer and thank you letters
* Annually raise agreed upon budget

**QUALIFICATIONS**

* Annually affirm InterVarsity’s Statement of Faith as a maturing disciple of Jesus
* Bachelor’s degree required, related Master’s degree preferred.
* 4 plus years supervisory experience, 2 years in senior leadership preferred
* Interpersonal Skills
  + Strong Communication Skills: Oral, Written and Non-Verbal
  + Ability to Influence and Persuade
* Leadership Skills
  + Create strategy and implement thoroughly
  + Experience in facilitating organizational change
  + Collaboration and Teamwork
  + Adaptable to change
  + Demonstrates organizational and systems thinking
* Diversity Skills
  + Strong passion and vision for Diversity
  + Experience working cross-culturally in different settings
  + Ability to appreciate and work across differences
  + Experience in mediation and conflict resolution preferred
  + Excellent Emotional Intelligence
* Analytical Skills
  + Research skills
  + Synthesize trends and interpret data
  + Measure outcomes
* Organizational Awareness
  + Political savvy
  + Understanding of InterVarsity culture and how to navigate it
* Willing to travel 45-50 days per year
* Living close to Field VP geography strongly preferred

**InterVarsity Christian Fellowship/USA**

**Frame of Reference**

All staff members subscribe annually to the Purpose Statement of InterVarsity:

In response to God’s love, grace and truth:

The purpose of InterVarsity Christian Fellowship/USA is

to establish and advance at colleges and universities

witnessing communities of students and faculty

who follow Jesus as Savior and Lord:

growing in love for God,

God’s Word,

God’s people of every ethnicity and culture

and God’s purposes in the world.

This purpose is admittedly more limited than the Great Commission. As a mission extension of the local church, we have adopted boundaries on our activities based on our call to serve a defined group of God’s people. Within the context of InterVarsity’s purpose, all of the relationships and tasks that staff members engage in as part of their work for InterVarsity have both eternal and temporal components.

**Values:**

InterVarsity is committed to developing men and women from diverse cultures, backgrounds, and generations, whom God calls to work with us for both shorter and longer periods of service, as we pursue the call of God in the university world.

**Maturing Disciple of Jesus Christ:**

Every InterVarsity staff member is to be a maturing disciple of the Lord Jesus Christ, growing in obedience to the Scriptures. The marks of a long-term love relationship with Christ in the fullness of His Spirit are described in Galatians 5:22: “The fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.” In the workplace, this fruit is revealed in healthy working relationships which encourage all staff to accomplish their work and enhance their focus on the spiritual aspects of their work.

**Team Work:**

Each individual staff person is a vital member of Christ’s body. This means that we will work with one another in ways that honor and encourage all to grow in Christ while accomplishing His work. Our community requires that each individual serve as a team member in a collegial and open environment based on values, relationships, and vision as well as structure and position.

InterVarsity staff, both employees and volunteers, commit to serve God and all InterVarsity colleagues, students, and partners, with sensitivity to both the eternal and temporal dimensions of our work. “Whatever your task, work heartily, as serving the Lord.” (Colossians 3:23a)