**National Director of Diversity Application Addendum**

*Please answer the following questions using concrete examples as much as possible. Please include this completed addendum with your application.*

1. What is your vision for Diversity in InterVarsity?
2. Unpack and demonstrate how some (more than one) of your intersectional identities have shaped your leadership. (You are welcome to talk about the various identities and affiliations that you are comfortable with)
3. Describe how you have grown in your cross-cultural competencies across your career. Connect this journey to how it qualifies you for this role.
4. Describe a time you led a significant change process. Write about how you conceived the idea, collaborated with others, won their confidence, led the change and implemented it. From the above example, make inferences on your philosophy of organizational change and lessons learned.
5. InterVarsity Staff raise their support. How much money are you raising currently (internal only) and how much would you expect to be able to raise in this position?
6. For this next question use a maximum of 2 pages to write your answer.  
     
   As part of your role, you are assigned to leadership in a particular geography of InterVarsity. You hear of an opening for an Associate Regional Director position (The Associate Regional Director is a key leadership position that seeks to move InterVarsity’s mission forward in a region (usually a group of states) and could position whoever gets the job to be considered among others for the next Regional Director job). You learn that two white men are applying and are being considered for this position. It surprises you that a qualified white woman, whom you thought would apply to the position has chosen not to apply. When you ask her about it, she says that the role is hard to do as a “mom on staff”. She doesn’t think there is permission or freedom to shape the role to fit her stage of life. When you talk to the hiring manager, he says that she seems to be a tentative person and is unsure that this would be a good fit. Soon you begin to see that there is a pattern of women in this geography choosing to leave staff shortly after having or adopting children. Those that stay part-time or less are offered administrative roles or smaller coaching roles. You believe the organization is losing some vital talent. Given all the other changes in InterVarsity, there is “training fatigue” and a lack of openness to “another” training.
   1. Assess this situation. What are the issues and dynamics possibly at play? How would you define the culture?
   2. Design and outline effective strategic interventions and solutions (and in what order) you would deploy to engage and address the systems issues.
   3. How would you lead this change? Be specific.
   4. What short term wins would you create in this situation?
   5. How would you know that you have been successful?
   6. How would you embody and lead culture change nationally through this specific issue?