



Director of Diversity, Equity, Inclusion, and Social Justice

The Athenian School is eager to welcome nominations and applications for a thoughtful, dynamic, collaborative leader to serve as Director of Diversity, Equity, Inclusion, and Social Justice. Reporting to the Head of School, [Eric F. Niles](#), and serving on the [Leadership Team](#), the Director of DEIS will lead inclusion for the students and faculty for the Athenian community.

[Athenian](#) is a vibrant and diverse community for 535 day and boarding students in grades 6-12 from throughout the East Bay and around the world. Athenian sits on a beautiful campus at the base of Mt. Diablo, in the San Francisco Bay Area of Northern California.



ABOUT ATHENIAN

[The Athenian School](#) is an independent college preparatory boarding and day school that serves 535 day and boarding students in grades 6 - 12, from throughout the East Bay, California, the US, and the world. Since our founding, we have been dedicated to educating students through experiential, collaborative, and interdisciplinary learning. We foster critical thinking and value reasoned discourse, mutual respect, and social justice. Athenian sits on a beautiful campus at the base of Mt. Diablo, in the San Francisco Bay Area of Northern California.

[Athenian was the first integrated, co- educational boarding school west of the Mississippi](#) at a time when school integration was a taboo subject in much of the country. Though ahead of its time, Athenian's structural support for realizing its equity and inclusion ideals was limited. Athenian added its first focused Diversity and Inclusion position in 2003. This part-time position quickly grew to a full-time role, eventually evolving into the current [Office of DEIS](#).

In the fall of 2021, Athenian finalized its Strategic Vision, [Boldly Athenian](#), which included a clear commitment to furthering its DEIS work. The School simultaneously solidified its structural support for carrying out its DEIS goals with a clearly articulated team approach, and continues to publicize its [Progress on Action Steps from the 2021-22 School Year](#).

Athenian's Director of DEIS and Director of People & Culture are partners in overseeing and supporting school-wide DEIS efforts with students and employees. Additionally, the Board of Trustees has formed a DEIS committee to work in parallel. The School's DEIS Office is led by the Director of DEIS who facilitates a DEIS advisory council of faculty and staff, and also works with more than 20 student DEIS interns who advise on, advocate for, and support their [DEIS goals](#).

Equity, inclusion, and diversity are much more than social principles at Athenian; they are educational imperatives. Upholding these imperatives is at the core of Athenian's philosophy and the School counts on its families to support this ideal. Athenian respects students, faculty, staff, and board members of varied race, national or ethnic origin, socioeconomic class, faith, sex, sexual orientation, gender identity, and gender expression. Required course work and co-curricular programs advance equity, inclusion, diversity, and social justice. Speakers, affinity groups, cultural celebrations, neighborhood gatherings, and all-school activities foster compassion, spark dialogue, and further a more just world. Athenian is committed to upholding and protecting the dignity and worth of all people, recognizing everyone's shared humanity.

HEAD OF SCHOOL

Eric Niles

DIRECTOR OF PEOPLE AND CULTURE

Amy Rasner Clulow

SENIOR LEADERSHIP

Chris Beeson, Director of Admission

Meadow Davis, Assistant Head of School and Head of Upper School

Sanjev deSilva, Director of Diversity, Equity, Inclusion, and Social Justice

Erin Fredrick, Director of Philanthropy

Keith Powell, Chief Operating Officer

Lauren Railey, Assistant Head of School and Head of Middle School

Shoshana Ziblatt '92, Director of Strategic Communications

THE ATHENIAN MISSION

The Athenian School prepares students for the rigorous expectations of college and a life of purpose and personal fulfillment. They offer a challenging academic program with a difference: intellectual inquiry is active, learning is interactive, the disciplines are interrelated, and analysis and creativity thrive simultaneously. The acquisition of knowledge becomes authentic and joyous.

Athenian cultivates the personal qualities of each student to become an integrated human being with integrity, strong moral character, aesthetic sensitivity, and physical well-being. The Athenian community requires students to face life directly through open communication, while developing their inner strength to exceed their perceived potential and emerge as compassionate, responsible adults.

Athenian instills an appreciation of the reciprocal relationship between the individual and cultures, society, and the natural world. They value the power and beauty of multiculturalism within their diverse community. They embrace the principles of democratic governance, stewardship of the environment, respect for human dignity, and service as a way of life.

By providing an atmosphere of intellectual, artistic, and physical challenge within the warmth of a nurturing community, Athenian develops in their students the confidence and skills required to meet the complexities of their future.



THE ATHENIAN EXPERIENCE

The Athenian School runs on the core beliefs in the respect for young people and their potential, in a well-rounded development of human capacities, in real-world learning opportunities, and in nurturing and sustaining a safe, loving community. Athenian holds a unique position in secondary education and pedagogy. With an international experience (13 countries are represented in the international student body) and opportunities to learn design and engineering in its [Carter Innovation Studio](#), students are also encouraged to actively participate in Athenian's democratic decision-making processes. Further, students participate in the confidence and teamwork building [Athenian Wilderness Experience](#), a requirement for grade 11.

The Athenian student body exhibits a rich variety of ethnic, cultural, geographic, and socioeconomic backgrounds. [Sixty-four percent](#) of the student body are students of color: Black, Asian, Asian-American, Hispanic/Latino, Indian/Native American, Indian or Middle Eastern, or multiracial. A \$4.2 million budget allows 26 percent of the student body to pay less than maximum tuition ensuring socioeconomic diversity.

In classes that average 15 students, Athenian's Upper School and Middle School faculty, 85 percent of whom have earned their M.A. or Ph.D, enliven the classroom with their love of teaching and learning. They engage students and awaken their imaginations by making connections, getting to know them, and

guiding them in the direction that best suits their interests and ambitions. At Athenian, students see life as an intellectual adventure and proudly shine under the academic spotlight. Athenians are explorers; students discover uncharted territory in and out of the classroom, seeking new approaches and perspectives.

All students take [fine arts](#), world language, humanities (literature and history), math, science, and PE classes. In the Middle School, students take core classes on Monday through Thursday. Every Friday is a [Focus Day](#), a day-long project-based and [experiential lesson](#) that ties together student learning across disciplines and fosters both the soft and hard skills students need. In the Upper School, students' weekly schedules currently include a block rotation of short and long period classes, community service period, health classes, community and democratic town meetings, and advisory.

In addition to the core curriculum, [Middle School students](#) take electives including [athletic team practices](#), film making, gardening, coding, and more. [Upper School students](#) have a wide range of electives from which to choose, including engineering and design, [performing arts](#), entrepreneurship, internships, teaching assistant roles, and independent studies. Athenian is proud to be a member of the [Bay Area BlendEd Consortium](#) which offers a set of blended classes combining face-to-face and online instruction bringing together students from four other Bay Area independent high schools.

Athenian cultivates each individual's strengths and passions. The opportunities to explore leadership, social justice, equity and inclusion, world cultures, outdoor adventure, global perspectives, service, and personal passions are endless. Students are encouraged to participate in the governance of the school through democratic Town Meetings and student government, leading community service projects, and establishing clubs around areas of interest. Positive experiences with depth and breadth occur naturally for students with a certain inevitability.

Athenian is a vibrant, innovative, and values-based school. Parents report they are very satisfied with the educational experiences their children are receiving, both in and out of the classroom; teachers consider it a privilege to work on a campus that not only states a mission but lives it; and students thrive in a joyful, dynamic, and engaging learning environment. Given Athenian's commitment to equity and inclusion, the cultural competency of all adults in the Athenian community is integral to their mission.

STRATEGIC PLANNING: BOLDY ATHENIAN

Boldly Athenian builds on the strengths of an Athenian education, honors [its founding mission](#) and commitment to being an anti-racist institution, and calls clear focus on two areas for reflection and growth: Curriculum and Culture.

The Curriculum Initiative embarks on a curriculum review and an update that will look both internally and externally at what students need most to prepare them for their futures, one characterized by a rapidly changing, diverse, and global society with specific focus on:

- ◇ integration of founding pillars: internationalism, democracy, environment, adventure, leadership, and service.
- ◇ diversity, equity, inclusion, and social justice as an educational priority.
- ◇ relevance considering the skills and knowledge our graduates need to thrive in college, in their chosen profession, and beyond.

- ◇ wellness as an educational imperative.
- ◇ coordination across departments and divisions, including a scaffolded 6-12 progression of skills and content.

The Culture Initiative focuses on aligning Athenian school culture around its shared values, commitment to DEIS, and its educational and operational excellence. To best support students, the Athenian adult and student culture must engender a learning environment where everyone feels they belong, can express their beliefs, be challenged, innovate together, and demonstrate compassion and care. This requires a review and updating of systems and policies to ensure they:

- ◇ clearly articulate Athenian’s core values and norms as defined by the mission and pillars, and in service to the culture Athenian desires.
- ◇ promote cultural competency and actively address institutional racism and all forms of bias and discrimination.
- ◇ help attract and retain the most talented and diverse faculty, staff, and student body.
- ◇ support lean, environmentally sustainable, and efficient operations.
- ◇ promote the health and well-being of the Athenian community.

WORKING AT THE ATHENIAN SCHOOL

Athenian employs over 130 faculty and staff, 53 percent of whom have over five years of experience. Eighty-seven percent of teaching faculty hold advanced degrees and the average student to faculty ratio is 8:1. The Athenian School [provides excellent benefits with competitive salaries](#) which commensurate with work experience and education. Community members also enjoy meals on campus, use of athletic facilities, and much more. Athenian faculty are noted for expertise in their subjects, enthusiasm for teaching, dynamic classes, multiple roles on campus, and strong connection with students. Many have advanced degrees and bring a wealth of real-life experience to the classroom. Athenian faculty are published authors, Peace Corps volunteers, lab scientists, marathon runners, conference presenters, wilderness first responders, business owners, and former college professors.

DEIS COMMITTEE OF THE BOARD OF TRUSTEES (*=Alumni)

Jon Nickens (Board Chair)

Jeannine Bell-Whitaker (committee co-chair)*

Matt Okazaki (committee co-chair)*

Angel Lewis*

Monica Streifer*

Leny Riebli

Musadiq Bidar*

Colette Ankerman*

Jill Miller (Development co-chair)

Nancy Anderson (Audit co-chair)

Geetika Goel

Sanjev deSilva (Outgoing Director, DEIS)

Amy Rasner Clulow (Director, P&C)

Keith Powell (COO)

Shoshana Ziblatt (Director, Strategic Communications)*

The purpose of the Committee on Diversity, Equity, Inclusion, and Social Justice is to ensure Athenian has programs and policies in place that establish cultural competency; advocate for a more diverse, equitable, and inclusive community; and actively work on promoting social justice and anti-racism in the school. The committee's overarching goal and responsibility is to understand and assess diversity, equity, inclusion, and social justice issues both within the Board of Trustees – in terms of cultural competency and diversity -- as well as with the Athenian community at-large – particularly with regard to financial aid, diversity demographics, inclusivity, and pedagogy. The committee will then make subsequent recommendations and provide ongoing support to ensure continuous progress in the area of diversity, equity, inclusion, and social justice.

THE OFFICE OF DIVERSITY, EQUITY, INCLUSION, AND SOCIAL JUSTICE

The Director leads the [DEIS Office](#); facilitates a DEIS advisory council of faculty and staff; and works with more than 20 student DEIS interns who advise on, advocate for, and support their [DEIS goals](#). Athenian believes that upholding its commitments will take full community participation -- a team approach. The Director of DEIS and the Director of People & Culture will work as partners in overseeing and supporting school-wide DEIS efforts with students and employees. They will also have the support and collaboration of the Board of Trustees DEIS Committee.

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DEIS ADVISORY COUNCIL

The DEIS Advisory Council is an integral part of Athenian’s team-based approach to Diversity, Equity, Inclusion, and Social Justice by providing advice, advocacy, and support to the Director of DEIS and to the rest of the leadership team. The group will act as change agents by helping to build the cultural competency and fluency of the school community, holding the school accountable for DEIS outcomes, and suggesting policies and structures in support of our desired institutional DEIS related goals. The Council will support non-dominant groups on campus by attracting and retaining more BIPOC community members. The Council will work closely with the DEIS Director and the DEIS Interns to support their leadership growth and empowering student voice through teaching endeavors, community programming, and restorative practices. The DEIS Advisory Council will serve as a sounding board and consultant for DEIS-related communications, issues, activities, programming, and events and to help establish the DEIS office as a key aspect of Athenian.

Each Councilmember will lead a distinct Subcommittee made up of other faculty and staff members. The primary charge of each Councilmember/Subcommittee Lead is to serve as a liaison between distinct program areas throughout the school and the office of DEIS. Council members and their Subcommittee will work in partnership with program area managers to provide support, counsel, and an additional DEIS lens for those distinct areas. Members include Middle and Upper School students, including DEIS interns, Faculty and Staff, Governance, Admissions, Communications, Curriculum, Parents/Guardians/Alumni, and [Affinity groups](#).

Sanjev deSilva (Dir, DEIS)

Amy Rasner Clulow (Dir, P&C)

Keith Powell (COO)

Britt SchlaeGuada (US Science Teacher)

Chris Crisolo (US Dean of Students)

Jackie Soohoo (Director of Summer and After-School Programs, Admissions Associate)

Bridget Guerra (Operations Manager)

Cassie Kise (Director of Carter Innovation Studio)

Erika Argueta-Connor (MS Teacher, MS Dean of Faculty)

Justin Guerra (MS Dean of Students)



THE ROLE OF DIRECTOR OF DIVERSITY, EQUITY, INCLUSION, AND SOCIAL JUSTICE

The Director of Diversity, Equity, Inclusion, and Social Justice plays a central role in the many functions of the school, particularly in the areas of community leadership, service, supervision, and training, and in admissions, and should expect to initiate data gathering along with results analyses when making collaborative decisions.

As a central resource for DEIS in The Athenian School community, the Director leads all DEIS employee training; serves on hiring committees; leads curricular discussions that increase DEIS practice in the classroom; will identify any gaps in alignment between the vision of equity and current policies and practices; facilitate opportunities for professional growth among staff and faculty; will provide direction and vision for best practices for adults to follow when interacting with all students while continuously engaging with students to share their perceptions of DEIS; will organize, plan, and run all school-wide DEIS Events (E&I Nights, Focus Days, and Inclusion Week); and will continue to offer support to the Athenian Parent Association.

The Director leads the DEIS Council composed of faculty, staff, and administrators who represent the broader community and serve as a collaborative set of partners to carry out the work of the DEIS Office. In addition, the Director will participate in the following standing committees: Teaching and Learning, Curriculum, and Professional Development; will staff the Board Committee on DEIS; as well as represent Athenian publicly through participation in the People of Color Conference (POCC), BAISTAC, and POCIS. The Director will serve as a key partner and collaborator for the Athenian Connect Program (a two-week long summer bridge program for new incoming students); will lead and support a student DEIS Intern

program to deepen student engagement and stewardship of DEIS initiatives; will direct a comprehensive DEIS plan for the year (complementing the ongoing vision and management of DEIS-focused school programs and events); and will supervise the advisors of all affinity and accountability groups with active support for students and adults.

OPPORTUNITIES AND CHALLENGES

The next Director of Diversity, Equity, Inclusion, and Social Justice will be joining a dynamic community ready and eager to move forward in the work of equity and inclusion. The Athenian community is extremely warm, welcoming, and diverse, shaping this as a role where one's ideas are seen by everyone. The Athenian community prides itself on being a place where the answer to trying new things is a resounding, "yes, how can we help?" The Director will find that there is already a lot of space, literally and programmatically, carved out for them with dedicated pockets of time for this person to build upon. Most importantly, the Director will not find themselves isolated or siloed but, welcomed by many partners and fellow leaders ready to strategize, to collaborate, and to support. A successful candidate will not come into this role to solely lead a team or department but rather to cultivate the work of DEIS through sustainable collaboration with a community of adults, students, and parents.

In the fall of 2021, Athenian articulated and committed to measurable action steps in support of its [multi-year Diversity, Equity, Inclusion, and Social Justice goals](#). The Director should see [this report](#) as a comprehensive guide to their main duties and tasks including (but not limited to):

- ◇ **Shaping and guiding the DEIS Advisory Council:** As its name suggests this council carries out much of the work of the DEIS Office through the Director's guidance, partnership, and enthusiasm. The Director should be well versed in clear communication with many different population groups at Athenian.
- ◇ **Strengthening best hiring practices and improving retention of marginalized faculty through the establishment of benchmarks and setting yearly and multi-year goals:** The Director will partner with the Director of People and Culture to engage with current staff & faculty from historically marginalized groups to learn from their experiences at Athenian and the impact on retention; leverage relationships with our DEIS Council (committee of faculty and staff), alumni, and current families to deepen the hiring pipeline through outreach to area colleges, universities, and community based organizations.
- ◇ **Cultivating and improving a progressive professional environment for all staff and faculty:** The incoming director will work in partnership with the Professional Development committee to support the professional growth of historically marginalized groups through ongoing learning and mentorship opportunities, and will prioritize all community learning to support DEIS goals, implement anti-bias training for all hiring managers, and examine hiring processes to ensure consistently equitable and inclusive hiring practices.
- ◇ **Creating safe learning environments for students:** The Director will facilitate professional development with faculty and staff to build a common foundation of knowledge and shared vocabulary in order to do the transformative work ahead and will utilize the data from the Student Inclusion Dashboard survey to benchmark the student experience and implement pulse surveys for the adult community.

- ◇ **Curricular Auditing:** The Director will lead the work prioritizing culturally responsive classrooms and will develop a process and timeline to undertake a full 6-12 curriculum audit with a DEIS lens.

QUALIFICATIONS AND DESIRED TRAITS AND CHARACTERISTICS

The next Director of Diversity, Equity, Inclusion, and Social Justice will be a successful and experienced leader in their field, command respect, and will be eager to build out the Athenian vision and strategy while prioritizing accountability in a supportive and constructive manner. They should hold:

- ◇ A demonstrated interest in, passion for, and/ or a background working with grades 6-12.
- ◇ A background teaching and leading DEIS conversation and curriculum.
- ◇ Experience in volunteer work and/ or community building.
- ◇ High emotional intelligence, excellent public speaking skills, and a demonstrated approach of kindness and understanding.
- ◇ Clear and strong ability to empathize and appreciate a multitude of different perspectives.
- ◇ Highly approachable with a strong sense of humor, resilience, and humility.
- ◇ Sincerity and tactful in approach to charged and sensitive situations.
- ◇ Demonstrated experience of five years or more in DEIS leadership and practice with a proven track record of implementing innovative and sustainable programs and practices.
- ◇ Skilled and well-versed in facilitating meetings.

CORE QUALIFICATIONS

Successful candidates will bring strong cultural competency and the capacity to work with students, families, colleagues, and alumni who represent a broad range of identities, experiences, and affiliations with the Athenian. The Director must demonstrate compassion, humility, and empathy through their interactions with all community members and have the capacity to cultivate the same in others. We seek candidates with strategic thinking and planning experience who possess excellent communication skills along with flexibility, creativity, curiosity, and a commitment to continuous learning.

BENEFITS, COMPENSATION, PROFESSIONAL GROWTH, AND COMMUNITY INVOLVEMENT

This is a full-time position that will be performed on site in California. Athenian provides excellent benefits and salaries that are competitive and commensurate with work experience and education. The salary range for this position is \$140,000 – \$180,000. Community members also enjoy meals on campus and use of athletics facilities, including a pool, gym, and fitness center.

All employees participate in school-wide professional development and have the opportunity to pursue a range of additional professional growth opportunities. These include, but are not limited to, funded participation in professional conferences and continuing education opportunities.

NON-DISCRIMINATION COMMITMENT

The Athenian School is an equal opportunity employer and is committed to basing judgments concerning the employment of individuals upon their qualifications and abilities. The School is firmly committed to equal employment and advancement opportunities for all employees and applicants in all areas of employment. The School does not discriminate on the basis of an individual's sex, gender, gender

identity, gender expression, race, color, national origin, ancestry, ethnicity, religion, sexual orientation, age, marital status, military or veteran status, genetic characteristic or genetic information, physical or mental disability, or any other characteristic protected by federal, state, or local laws.

HOW TO APPLY

The search committee will begin accepting nominations and reviewing applications immediately. Requested application materials include a resume and a letter of interest. For best consideration, all candidates should submit materials – in confidence – to the following address:

AthenianDirectorDEIS@storbecksearch.com.

The Athenian School is being assisted in this search by Storbeck Search. For additional information, please contact:



Staci Williams Seeley, Managing Director
Linda Chavers, Ph.D., Managing Associate
AthenianDirectorDEIS@storbecksearch.com

For more information, please visit The Athenian School's home page at <https://www.athenian.org/>.

THE ATHENIAN SCHOOL'S COMMITMENT TO EQUITY, INCLUSION AND DIVERSITY

Equity, inclusion and diversity are much more than social principles at Athenian; they are educational imperatives. Upholding these imperatives is at the core of Athenian's philosophy and the School counts on its families to support this ideal. Athenian respects students, faculty, staff and board members of varied race, national or ethnic origin, socioeconomic class, faith, sex, sexual orientation, gender identity, and gender expression. Required course work and co-curricular programs advance equity, inclusion, diversity, and social justice. Speakers, affinity groups, cultural celebrations, neighborhood gatherings, and all-school activities foster compassion, spark dialogue, and further a more just world. Athenian is committed to upholding and protecting the dignity and worth of all people, recognizing everyone's shared humanity.