



Director of Equity & Inclusion

The Squash and Education Alliance seeks a Director of Equity & Inclusion to lead SEA's efforts to make SEA and our network of 25 nonprofits as diverse, equitable and inclusive as possible. The Director of Equity & Inclusion will report to the Executive Director and be charged with establishing for the SEA network a positive vision and set of network-wide goals related to diversity and inclusion. We seek a candidate who will infuse DEI in all areas of our work and implement processes and cultural awareness across the SEA network that foster more equitable environments for our students, alumni, staff, board members, and the communities in which we operate. Our current vision includes:

- **Spaces for Dialogue** - Create spaces throughout the network for conversations to be held about race and identity, and provide guidance to member programs about how to hold such conversations with students, alumni, staff, volunteers, board members, and organizations and institutions with which they are partnered or affiliated.
- **Trainings** - Provide DEI, anti-bias and other inclusion-oriented trainings -- both independently and in partnership with organizations that have expertise in the field -- to volunteers, staff, board members, and partner organizations in the SEA network
- **Equity Coaching** - Partner with member organizations to conduct equity reviews -- looking at such topics as student and alumni experience, staff and board demographics, staff compensation, and leadership development -- and help each organization build a more inclusive, asset-based culture
- **Staff and Board Diversity** - Establish representation goals and action plans for the staff and boards of the SEA network so that our network's staff and leadership more closely reflect -- and can better serve -- the communities in which we operate
- **Leadership Development** - Build and strengthen network-wide leadership development programs and initiatives for alumni and staff of color
- **Talent Recruitment** - Assist member programs in developing an inclusive culture and set of processes when conducting job searches and actively help member programs when they hold searches for senior positions (executive director, program director, etc.)
- **Programming & Communications** - Continually examine the SEA model and our network's fundraising and communications efforts through a DEI lens, with a goal of ensuring that our work is guided by an asset-based view of our students and their communities

Desired Qualifications and Experience

We are looking for an individual with a positive mindset who can build strong relationships with diverse groups of people; who has the ability to collaborate, influence, and encourage colleagues and partners to shift mindsets; who can exercise patience, recognizing that everyone is on their own journey of understanding; who has strong listening, facilitation, and communication skills and can successfully engage with stakeholders internally and externally. Candidates should have a deep interest in and understanding of the ways in which identities such as race, ethnicity, religion, gender, and sexual orientation can influence peoples' lived experiences and the opportunities they are afforded, particularly in the United States. Candidates should be passionate about the core mission of the SEA network and have the critical skills to examine and strengthen our model. Though not required, it is preferable that

candidates have some degree of familiarity with the sport of squash and the communities and institutions in which it is played.

- Bachelor's degree
- Excellent writing, communication, and facilitation skills
- Self-starter who sets high standards for self and colleagues
- Exceptional interpersonal skills and ability to build strong professional relationships
- Proven track record in initiating and successfully leading groups or projects
- Experience with diversity, equity, and inclusion work
- Experience in the sport of squash and/or in the SEA network a plus

Location: As a NYC-based organization, preference will go to candidates in the NYC area. As a national organization, however, we are open to considering candidates from across the US.

Hours and Travel: The role includes regular travel, including visits to SEA member programs, staff trainings outside of New York, and SEA national events. Travel will be limited initially given Covid-19.

Compensation & Benefits: Salary offer starting at \$75,000 or significantly above depending on experience. Includes 4 weeks of vacation annually, health insurance benefits, and, after one year of full-time service, a 401K matching plan. Vacation time must be taken outside of core programming responsibilities.

Start: Flexible. Likely fall or winter of 2020, but the start date could be later due to the health and economic crisis brought on by Covid-19.

SEA is the umbrella organization and governing body of a network of 20 U.S. nonprofits and 5 international affiliate organizations that combine squash, academics, mentoring, travel, college support, and career readiness for more than 2,500 young people. Ninety-five percent of the high school graduates of our U.S. member programs matriculate to college, one-third attend top-100 ranked colleges, and more than two-thirds earn degrees in six years or less. SEA leads this network by launching new programs, promoting best practices to ensure the highest quality programming among member organizations, and providing additional educational and athletic experiences for students and alumni of our member programs.

While SEA and our member programs have introduced thousands of young people of color from under-resourced communities to the sport of squash since the network's launch in Boston in 1996 -- 96% of our students identify as Black or Latinx -- the sport in the U.S. continues to be most commonly played at private clubs, independent high schools, and selective universities, and a small percentage of squash players in the U.S. identify as Latinx or Black. A [communication](#) to our college students and alumni this past summer highlights some of the ways in which SEA aims to become a more diverse, equitable, and inclusive network.

Interested? Candidates should send a resume and cover letter to Executive Director Tim Wyant and Deputy Director Becky Silva using the email address careers@squashandeducation.org.

We are committed to a policy of non-discrimination and equal opportunity for all employees and qualified applicants without regard to sex, race, color, religion, age, national origin, disability, sexual orientation, or marital status.