The Director of Student Diversity and Inclusion fosters a positive, equitable, and inclusive educational experience for all students through programming, advocacy, and support. The Director advises and supports the College’s Cross-Cultural Committee (C3), a student programming board that promotes awareness, celebration, and engagement with diversity within and beyond the campus community through numerous cultural, heritage, and educational programs. The Director also guides various other student organizations connected to diverse identities and backgrounds. The Director serves as a primary resource and advocate for students seeking support related to challenges they experience regarding diversity, equity, and inclusion at BSC and the community beyond campus, as well as assists in recruitment and retention efforts through various programs and services targeted to prospective and new students and their families. In addition, the Director collaborates with partner faculty and administrators to evaluate and develop a more equitable, inclusive campus climate for the BSC community, providing resources and educational programming for community members regarding issues of diversity, including workshop facilitation for faculty and staff and overseeing the College’s SafeZone program.

**Responsibilities**

- Advise and oversee the Cross-Cultural Committee’s (C3) programming efforts, which includes the goals of building awareness of diverse identities, celebration of various heritages, and hosting numerous educational programs on relevant topics. Assess programming, and develop appropriate learning outcomes related to expanded programming goals. Oversee programming budget of approximately $50,000 annually.
- Support the programming and related needs of diversity-related organization, in collaboration with their advisors, as well as oversee the Union house as a general social and programming space for these organizations. Primary organizations include Black student organizations, Spectrum (LGBTQIA+ group), and similar campus entities.
- Coordinate with faculty and staff colleagues the College’s new Diversity and Inclusion Committee, collaborating with them in assessing and developing awareness of diversity and inclusion issues within the classroom and across campus. Develop effective policies, processes, and programming to educate and enhance the campus community for all of its members, in accordance with best practices.
  - Coordinate the College’s SafeZone program
  - Develop appropriate trainings for student leadership groups and the broader student population, as well educational programs for staff and faculty on diversity-related issues.
- Respond to student individual and collective challenges with diversity and inclusion at BSC and in the broader community
- Support students facing academic and personal challenges by engaging in the work of the Care Team and Retention Team, and otherwise support student needs.
- Assist with student recruitment efforts through program attendance and interactions with prospective students and their families.
- Develop connections in the Birmingham community that are beneficial to BSC, with particular emphasis on support for its students.
**Required Qualifications**

- Master’s degree
- Experience working in higher education in student life, social justice education, community engagement, or diversity-related experience; along with experience working with students from diverse backgrounds

**Preferred Qualifications**

- Master’s Degree in related fields, including Education/Administration, Counseling, Social Work, or other service-oriented areas of student
- Advanced experience in related functional areas
- Personal and/or professional experience in small, liberal arts colleges

**Birmingham-Southern College** (BSC) is a selective residential liberal arts college enrolling approximately 1,200 undergraduate students. BSC is included in Pope’s *Colleges that Change Lives* and is a sheltering institution for Phi Beta Kappa. The College’s curriculum is based on close faculty-student interaction in teaching, advising, and research. For more on the College’s faculty, students, educational mission, and national reputation, visit www.bsc.edu.

BSC is located just minutes from downtown Birmingham, which is the largest city in Alabama and a leading hub for banking and medical care and research in the Southeast. The metropolitan area, home to just over one million residents, offers a vibrant culture for entertainment, commerce, and recreational activities. There are six higher education institutions within a short commute; a symphony; a ballet; a zoo; botanical garden; the largest art museum in the Southeast; a world-class civil rights institute, and annual art, music, and film festivals—as well as numerous opportunities for outdoor adventure activities. In 2015, Birmingham was ranked as the #1 “next hot food city” by Zagat’s.

BSC is an equal opportunity employer and is especially interested in qualified candidates who can contribute through their teaching, research, and/or service to the diversity and excellence of the academic community. The BSC is also committed to expanding the diversity of the faculty, staff and the student body and in creating a welcoming and inclusive environment for all. Individuals from diverse populations are encouraged to apply. BSC complies with the Alabama Child Protection Act and E-Verify. EOE