



## ***Role Description: Senior Vice President of Equity and Inclusion***

### **MISSION**

Our early education nonprofit seeks to blend the best aspects of learning science, mentoring relationships, and innovative technologies to develop community, school, and home programs that deliver access, excellence, and equity, and champion universal literacy through family empowerment.

### **STORY**

Research continues to highlight the crucial importance of reaching our youngest learners early in their educational odysseys. After decades of working at the nexus of technology, research, and education, Waterford.org is uniquely positioned to help make early childhood education accessible to many families that have historically been locked out. Steadfast in our belief that an excellent education is a universal birthright, Waterford.org partners with over 500 school districts and independent schools serving PreK to 6, as well as with 13 states, to provide kindergarten readiness services directly in homes. Our pioneering work in online education produces practical solutions for building proficiency in reading, math, and science that blend research and technology with art, music, and world-class support for educators and families. Our approach is maximizing impact while minimizing complexity and cost. Our team is composed of passionate individuals dedicated to making a meaningful difference in the world. We are committed life-long learners and recognize that the solutions of tomorrow require us to be our best today.

### **COMMITMENT**

We recognize that we must continue to develop our approach to this work, employing methods that demonstrate our respect for children and families, their backgrounds, perspectives and priorities, and centering cultural proficiency in the creation and modification of our programs and materials. Equity and inclusion are fundamental not only to the mission and success of Waterford.org's diverse, multi-site, community-facing organization, but to the success and well-being of the children, families and communities we serve.

In 2019, as part of a broad effort to design and implement effective, culturally-relevant practices related to diversity, equity, and inclusion, Waterford.org established an action advisory team comprising members whose professional and lived experience qualify them to advise the Waterford Board, leadership team and internal DEI task force on cultural proficiency. The action advisory team works to strengthen Waterford's ability to attract and retain more diverse talent across the organization, and to better serve our students, families, and schools.

### **GROWTH**

Waterford.org is growing, both in terms of scale and impact, and also in adaptive change and perspective. Over the past four years, we have tripled in size and made significant improvements to our curriculum. Our parent support model continues to distinguish Waterford, and we have been successful scaling it with fidelity. More than anecdotal, our success is proven with tier 1 evidence (as defined by the [US Department of Education What Works Clearinghouse](#)), and our work has been recognized and funded by [The Audacious Project](#), [The Studio at Blue Meridian](#) and others who believe in its capacity to shift outcomes for the country's most under-resourced students. Internally, our evolved approach to recruiting and geographic flexibility have allowed us to attract over 40% new hires of color (53/123) over the past 18 months. We have very low regrettable turnover and a high-trust culture of belonging where our unifying mission acts as a bridge across difference.

## THE ROLE

Drawing upon your own lived and professional experience, and in collaboration with the action advisory team and Waterford.org DEI Task Force, you will further develop and guide the implementation of the organization's DEI initiatives and strategies. You will promote awareness of and accountability for DEI initiatives that center Waterford's values and aim to meaningfully influence behaviors, systems, and practices. Specific responsibilities include:

- contributing, as a member of the executive leadership team, to long-term strategy development, annual operational planning and execution, and ongoing internal and external communication;
- delivering and executing creative strategies to foster the organization's DEI goals; assessing and analyzing current DEI practices and policies to determine effectiveness;
- working with leaders across the organization, including the Board of Trustees, to infuse DEI throughout all systems and policies that impact team members, and evolving our DEI practices to strengthen our culture and improve the team member experience;
- partnering with managers and employees in the design and implementation of goals, strategies, and tactics to attract, retain and develop a diverse and truly inclusive workforce;
- supporting the executive leadership team to develop DEI-centered performance metrics and policies;
- providing guidance and support to the DEI Task Force, staff affinity groups, and internal community of inquiry on relevant DEI topics;
- acting as the liaison between Waterford.org leadership and our external DEI advisory group and coordinating their regular meetings;
- providing training, policy updates and consulting on DEI related legal compliance to colleagues across the organization, and
- performing other related duties as assigned.

## THE IDEAL CANDIDATE

The ideal candidate will have a deep passion for social justice and educational equity for all children. They will be, or have an appetite to become, a thought leader in the national conversation about DEI in education, possess extensive executive leadership and relationship-building skills, and demonstrate strengths in cultural competence, strategic communication, problem solving, and team development. They will have a history of collaborating with diverse groups of stakeholders to achieve ambitious outcomes, an established track record of leading change management efforts, and an ability to influence others especially when no direct reporting relationship exists. Additionally, successful candidates will leverage data and excellent listening skills to shape their perspective and resulting programs and strategies. A Bachelor's degree is required.

## LOCATION AND TRAVEL

The SVP of Equity and Inclusion can be based anywhere in the continental United States, and should expect to travel as necessary.

## TO APPLY

Review of applications will begin immediately and continue until the position is filled. For best consideration please send a cover letter and resume to [leslie@promise54.org](mailto:leslie@promise54.org) by September 15.

*Waterford.org is an equal opportunity employer and does not discriminate on the basis of race, color, ethnicity, national origin, religion, gender, gender identity and/or expression, sexual orientation, disability, age, marital status, military status, pregnancy, parenthood, citizenship status, creed, or any other characteristic protected by federal, state or local law. We will provide reasonable accommodations for qualified individuals with disabilities.*

*People from all backgrounds are strongly encouraged to apply.*