



Position Description: KIPP NYC Chief Equity Officer

About KIPP NYC:

KIPP NYC Public Schools is a non-profit network of free, public charter schools that prepares students for success in college and life. In 1995 we started our first middle school, KIPP Academy, in The Bronx. We promised our first students and families we'd do whatever it takes for our students to be successful. More than 25 years later, we make the same sacred promise to our families and communities. Today, our New York City network comprises eight elementary schools, nine middle schools, one high school, and KIPP Forward, a comprehensive support program for our alumni. KIPP NYC Public Schools currently serves more than 7,000 students and 2,100 alumni and has a staff of more than 1,000. In August 2021, we opened a new elementary and two new middle schools. By 2026 we will grow to educate almost 10,000 students across 19 schools and occupy almost 630,000 square feet of private real estate in New York City.

We have come a long way since 1995 in learning and understanding how to work with families and communities to set goals and achieve our mission. Together with families and communities of support and mutual accountability, we are making a more explicit commitment to ensure that our practices do not reinforce systems of oppression. Since our founding KIPP has been a learning organization, driven by data that we collect from all of our community members to help all of us grow. We will continue to move our organization along an anti-racist continuum: from awareness to alignment to action. You can read more about our commitment to anti-racism [here](#).

Over the past 18 months, navigating the pandemic and other national crises, KIPP NYC has been stretched and tested. Our three regional priorities - ***All of Us Will Learn, Together with Families*** and ***Build a Better Tomorrow***, developed with teachers and principals during annual planning, have guided us through. It has been an eye-opening and challenging chapter, and we are extremely proud of having risen to meet the needs of our community. Our families and staff have stayed with us and demand for our schools remains high.

Position Overview

KIPP NYC is a vibrant and diverse team of school communities and a Regional Support Office, united in our pursuit of our students' abilities to lead choice-filled lives and to disrupt racial and socio-economic inequities in educational access and outcomes. We recognize that in order to fulfill our mission for our students, we must create and sustain an environment that places a premium on equity and inclusion, where all members of our community-- especially those with identities that have been historically marginalized or oppressed -- thrive.

At KIPP NYC, we recognize the importance of continued investment in our understanding of how our identities shape our approach to this work, how we experience power and privilege, and that we must continually develop our cultural competence in order to best educate our students and partner with our families. We know the work of equity and inclusion in a diverse, multi-site, student-facing organization is fundamental to our success and takes *everyone's* commitment. As such, we will not outsource our equity and inclusion efforts to this Chief, but will look to them for leadership, alignment, support, communication and accountability. Specific responsibilities include:

- **Vision:** Developing, launching and supporting a long-term strategic plan for equity across KIPP NYC rooted in our mission, theory of action, vision for Diversity, Equity, Inclusion and our desire to eliminate systemic organizational marginalization and promote inclusion and anti-racist practices that will be evidenced through our structures, culture and leadership. This plan should cascade from and integrate with KIPP NYC's long-term strategic plan.

- Collaborating with diverse groups of stakeholders to achieve ambitious outcomes and influencing others, especially where no direct reporting relationship exists
 - Championing a positive culture including feedback and training for those who need to develop their skills and/or awareness of the impact they are having on others
 - Examining our systems, practices and policies to ensure KIPP NYC is moving toward becoming an anti-racist organization
 - Monitoring progress toward our DEI vision and achievement of our DEI goals, and communicating at regular intervals about the status of initiatives/outcomes to the entire stakeholder community so that everyone recognizes the work being done and progress that is made toward goals
- **Leadership & Partnership:** Acting as a trusted advisor and thought partner with Superintendent, Deputy Superintendents and Managing Directors of Schools on individualized DEI growth plans for each school, ensuring an equity lens is being used by school leaders in the choices and decisions they make for their schools.
 - Building stakeholder buy-in to a larger vision of equity for KIPP NYC
 - Building equitable beliefs, systems and practices at KIPP NYC and within our schools, aligned to our long-term vision and goals for KIPP NYC
 - Acting as a thought partner with school leaders to reflect on their leadership styles and the impact of those styles on others, and supporting leaders to ensure a clear vision for their schools, rooted in equity, honoring all identities, and continually building cultural competencies
 - Ensuring that programming for existing school-based DEI leaders (DEI coordinators + affinity group leads) cascades from Regional DEI vision.
 - Working in close collaboration with members of the Student Support Services/School culture team to ensure that practices are in alignment with the larger vision of equity at KIPP NYC
 - Working in close collaboration with members of the data teams to ensure that data is used to examine equitable outcomes for both children and staff.
- **Regional Leadership:** Serving as member of the Regional Leadership Team.
 - Co-creating and executing on the strategies that map to DEI goals
 - Acting as a thought partner with regional leaders in maintaining a positive organizational culture throughout KIPP NYC
 - Working with regional leaders on individualized DEI growth plans for each program or team, ensuring an equity lens is being used by all leaders in the choices and decisions they make for KIPP NYC
 - Effectively managing and developing direct reports with an assets-based approach, cultivating a collaborative and inclusive team culture
 - Working in close collaboration with the leaders across KIPP NYC to ensure policies, procedures, practices and experiences for all staff at KIPP NYC are rooted in equity and inclusion

Reporting

The Chief Equity Officer reports to the President of KIPP NYC and is a member of the senior leadership team.

Requisite Experience, Skills, and Personal Characteristics

The ideal candidate for this position will have a deep passion for social justice and educational equity for all children, extensive executive leadership and relationship-building skills, and strengths in cultural competence, strategic

communication, problem solving, and team development. The individual will have a history of collaborating with diverse groups of stakeholders to achieve ambitious outcomes, an established track record of leading change management efforts, an ability to influence others especially when no direct reporting relationship exists, and will leverage data *and* excellent listening skills to shape their perspective and resulting programs and strategies.

Additionally, candidates for the position must have the following **professional experience**:

- At least 15 years of related work experience, including managing teams to successful outcomes.
- Minimum 5 years of experience advocating for and implementing change within a multicultural and multiracial environment.
- At least 3 years' experience developing and implementing DEI programs and experiences.

Candidates must also have the following **skills**:

- Ability to engage with diverse staff and leadership to promote trust, collaboration, and partnership between departments and levels of leadership
- Demonstrated ability to indirectly manage and influence teams and individuals to meet specific and strategic outcomes
- Strong analytical and problem-solving skills
- Ability to create/design adult learning and teaching of the content and skills associated with operating with an equity lens
- Demonstrated ability to juggle multiple projects and competing priorities across multiple teams of people with a meticulous attention to detail
- Strengths in cultural competence, strategic communication, problem solving, and team development.

Finally, candidates should demonstrate the following **personal characteristics**:

- Demonstrated passion for and commitment to the KIPP mission
- A deep passion for social justice and educational equity for all children
- Strong interpersonal skills; ability to quickly establish credibility to develop and manage productive relationships with internal and external individuals and stakeholders
- Zest, grit, hope, social intelligence, gratitude, and a sense of humor

A Bachelor's degree is required. An MBA or other advanced certification or relevant Master's degree, as well as experience in an educational or not for profit organization, is highly preferred.

Location

New York City, NY

Compensation

KIPP NYC provides competitive compensation and an attractive benefits package.

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 by January 14th, 2022.

KIPP NYC LLC is an Equal Opportunity Employer. KIPP NYC LLC is committed to the principles of equal employment opportunity for all employees and applicants for employment.