

Director - Diversity, Equity, Inclusion & Belonging (0618U),  
People & Culture - 5121  
University of California Berkeley

Direct Link: <https://www.AcademicKeys.com/r?job=136951>

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Posted Jan. 24, 2020, removed Apr. 22, 2020

<b>Job Title</b>	Director - Diversity, Equity, Inclusion & Belonging (0618U), People & Culture - 5121
<b>Department</b>	
<b>Institution</b>	University of California Berkeley Berkeley, California
<b>Date Posted</b>	Jan. 24, 2020
<b>Application Deadline</b>	Open until filled
<b>Position Start Date</b>	Available immediately
<b>Job Categories</b>	Director/Manager
<b>Academic Field(s)</b>	Administration - Academic Unit Multicultural Affairs/Diversity
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**Job Description**

Director - Diversity, Equity, Inclusion & Belonging (0618U), People & Culture - 5121  
About Berkeley

At the University of California, Berkeley, we are committed to creating a community that fosters equity of experience and opportunity, and ensures that students, faculty, and staff of all backgrounds feel safe, welcome and included. Our culture of openness, freedom and belonging make it a special place for students, faculty and staff.

The University of California, Berkeley, is one of the world's leading institutions of higher education, distinguished by its combination of internationally recognized academic and research excellence; the transformative opportunity it provides to a large and diverse student body; its public mission and commitment to equity and social justice; and its roots in the California experience, animated by such

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values as innovation, questioning the status quo, and respect for the environment and nature. Since its founding in 1868, Berkeley has fueled a perpetual renaissance, generating unparalleled intellectual, economic and social value in California, the United States and the world.

We are looking for equity-minded applicants who represent the full diversity of California and who demonstrate a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds present in our community. When you join the team at Berkeley, you can expect to be part of an inclusive, innovative and equity-focused community that approaches higher education as a matter of social justice that requires broad collaboration among faculty, staff, students and community partners. In deciding whether to apply for a position at Berkeley, you are strongly encouraged to consider whether your values align with our [\[url=https://apptrkr.com/get\\_redirect.php?id=1786615&targetURL=https://strategicplan.berkeley.edu/guiding-values-and-principles/\]](https://apptrkr.com/get_redirect.php?id=1786615&targetURL=https://strategicplan.berkeley.edu/guiding-values-and-principles/)Guiding Values and Principles, our [\[url=https://apptrkr.com/get\\_redirect.php?id=1786615&targetURL=https://diversity.berkeley.edu/principles-community\]](https://apptrkr.com/get_redirect.php?id=1786615&targetURL=https://diversity.berkeley.edu/principles-community)Principles of Community, and [\[url=https://apptrkr.com/get\\_redirect.php?id=1786615&targetURL=https://strategicplan.berkeley.edu/guiding-values-and-principles/\]](https://apptrkr.com/get_redirect.php?id=1786615&targetURL=https://strategicplan.berkeley.edu/guiding-values-and-principles/)our Strategic Plan.

### Responsibilities

Develops, implements, and monitors specific Diversity, Equity, Inclusion & Belonging (DEIB) programs and initiatives that will increase hiring and retention, and improve morale of staff, with a focus on underrepresented and historically marginalized staff populations. Examples include:

- \* Creating, managing and supporting DEIB learning and development programs for campus leadership, managers and supervisors, and staff, including toolkits and guides that support managers in creating conditions for great access, information transparency, and improved workplace conditions underrepresented and historically marginalized staff.
- \* Creating, managing and supporting programs for underrepresented staff such as the Leadership and Career Enhancement Program for Staff of Color.
- \* Employee Engagement and Experience Consulting and Programing such as senior leader advising and Staff Appreciation Week (Fall, Spring and Summer).
- \* Advisory group and identity based staff organization sponsorship.
- \* EEO Data Stewardship.
- \* Provides leadership and guidance on policy development to the campus on work conditions that impact the diversity, equity, inclusion and belonging for UCB staff.
- \* Communicates DEIB policies and programs, as well as affirmative action and equal opportunity employment goals, to employees, campus leadership, and public and government agencies.

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- \* Uses both qualitative and quantitative data to support and drive development of systemic initiatives that improve the experiences and access to resources, career opportunities and mobility, and information for historically marginalized and underrepresented staff.
- \* Ensures that the campus' DEIB priorities are embedded in all the work of People & Culture (formerly Central Human Resources).
- \* Integrates affirmative action, equal opportunity employment and DEIB programs and concepts into human resources policies and practices.
- \* Works effectively with people of diverse cultures and frequently interacts and collaborates with other functional managers in human resources and across the Campus.
- \* Also participates in campus-wide and UC system-wide conferences, boards, committees and task forces.
- \* In partnership with subordinate staff, sets up systemic change initiatives using data analysis and metrics; training; employee engagement programming; and policy and procedure updates.
- \* Accepts changes in priorities and communicate those changes effectively to assigned staff members.
- \* Anticipates future needs, challenges and opportunities, and collaborates with the CHRO and the HR Leadership Team to create campus-wide HR Strategy.
- \* Recognizes issues that have campus impact or future implications and advises manager appropriately.
- \* Develops and monitors operational and budget processes, and staff FTE.
- \* Serves as functional owner of confidential data points collected for EEO compliance, ensuring that they are available for required federal reporting and are used only in accordance with university policy.
- \* Engages in ongoing professional development.

#### Required Qualifications

- \* Demonstrates a track record of accomplishments in advancing diversity, equity, inclusion and belonging in a complex organization.
- \* Demonstrates thorough knowledge of DEIB theory and best practices.
- \* Uses methodologies and practices for organizational change that can meaningfully improve campus climate and employee engagement.
- \* Possesses skills to gather, organize and perform advanced analysis of data on diverse and complex DEIB programs and initiatives, to track progress, and present findings and to develop and present recommendations that are significant to the Campus.
- \* Possesses broad knowledge of other areas of Human Resources, including Learning and Development, Talent Acquisition and Management, and Employee Engagement.
- \* Possesses knowledge of human resources-related, equal opportunity employment and affirmative action laws and policies.
- \* Demonstrates the ability to communicate and interact effectively with all levels in the diverse and

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multicultural environment of the Campus.

\* Demonstrates a high level of political and organizational acumen.

#### Education/Training:

\* Bachelor's degree in related area and/or equivalent experience/training.

#### Salary & Benefits

This is an exempt, monthly paid position. Annual salary is commensurate with experience.

For information on the comprehensive benefits package offered by the University visit:

[url=https://apptrkr.com/get\_redirect.php?id=1786615&targetURL=http://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html]http://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html

#### How to Apply

Please submit your cover letter and resume as a single attachment when applying.

#### Other Information

This is a full-time, career position.

#### Conviction History Background

This is a designated position requiring fingerprinting and a background check due to the nature of the job responsibilities. Berkeley does hire people with conviction histories and reviews information received in the context of the job responsibilities. The University reserves the right to make employment contingent upon successful completion of the background check.

#### Equal Employment Opportunity

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected veteran status. For more information about your rights as an applicant see:

[url=https://apptrkr.com/get\_redirect.php?id=1786615&targetURL=http://www.eeoc.gov/employers/upload/pos



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For the complete University of California nondiscrimination and affirmative action policy see:

[url=https://apptrkr.com/get\_redirect.php?id=1786615&targetURL=http://policy.ucop.edu/doc/4000376/Nondis

To apply, visit

[url=https://apptrkr.com/1786615]https://careerspub.universityofcalifornia.edu/psp/ucb/EMPLOYEE/HRMS/c/H

### Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

### Contact

N/A

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