

## Inclusive Excellence Job Description

### Search Committee:

1. **Committee Chair -Anne Walker (VP) - annecwalker@gmail.com**
2. **Chair of the nomination committee - Boyung Lee - blee@iliff.edu**
3. **A member from RE in Public Life and Global Community - Tamar Wasoian**
4. **Members of the REA Steering Committee**

### Job description

REA is seeking a part-time **Diversity, Equity, & Inclusion Officer (DEI Officer)**. This individual would be someone with interest, commitments and expertise in creating diverse, inclusive, and equitable spaces and events. This individual would be someone with interest and expertise in connections among diverse groups of individuals - through social media, pop-up workshops, and other events—a colleague in religious education who will enable REA members and friends to not only see and understand the necessity of diversity, inclusion and equity work, but to experience it in action through various events, conversations, and organizational actions.

The DEI Officer will collaborate with the REA leadership to assess the need for, and recommend and/or lead training initiatives on racial justice, cultural diversity, gender differences, disability, sexual harassment, and other topics designed to increase awareness and support of equity and inclusion values. The DEI Officer, working closely and collaboratively with the president, REA leadership and the staff, would also make sure that REA's leadership make-up, programs, and operations embody its declared diverse, equitable and inclusive commitments. The DEI officer will help with building more inclusive and equitable relationships across our current membership and with other groups and organizations, providing leadership in hosting regional gatherings and listening sessions, and naming areas where diversity, equity and inclusion are needed.

Time commitment would be approximately 15 hours each month, plus REA Board & Steering Committee meetings and the Annual Meeting. This position reports to the Board of Directors.

### Job responsibilities:

- To intentionally & critically engage in diversity, equity & inclusion efforts focused on building solidarity, transformation and community.
- Plans, guides and advises REA President and leadership on diversity, equity, inclusion matters. Collaborates with the steering committee, Executive Secretary to create, implement and monitor programs designed to create diverse and equitable cultures
- Attend Board & Steering Committee meetings with an eye and ear for DEI concerns.
- Connect with various organizations, schools and congregations to do training, webinars, workshops, and let members know about other workshops, protests, etc.

- Serves as the central resource for the members on diversity, equity and inclusion religious education teaching and learning
- Actively engage members creatively throughout the year (not just relying on annual meetings)
- Work with RE in Academic Disciplines & Institutions standing committee to aid in fall gathering, 1 topical regional gathering, and 1 topical international gathering each year
- Aid in reimagining the annual meeting.
- Identify various DEI positions, fellowships, and funding opportunities in RE
- Liaison with other religious education organizations to enhance more diverse resources and connections with REA;
- Increase REA presence with other diverse organizations and entities;
- Support the Program Chair in designing and implementing annual meeting with DEI considerations in mind
- Plan and implement DEI outreach during the Annual Meeting & throughout the year
- Conduct annual review, evaluation and analysis....
- Attend all Board & Steering Committee meetings as ex officio member and advise Board & Steering Committee on decisions related to diversity, equity, & inclusion;
- Participate in long-term visioning and planning with the Board & Steering Committee to determine how best to accomplish the association's mission.

Payment: \$10,800 paid in monthly installments. Three year contract. Address questions to Lakisha Lockhart, 706-464-7725, secretary@religiouseducation.net.

**Deadline to apply is Dec. 20, 2021.** Please send a resume and cover letter via email to secretary@religiouseducation.net.

### **Job Descriptions:**

**Priority 1: Intentionally & Critically engage in diversity, equity & inclusion efforts focused on building solidarity, transformation and community.**

Recommendation:

- A. Hire a DEI Coordinator/Officer
  - a. The DEI Coordinator would come to meetings with an eye and ear for DEI concerns as well as connect with various organizations, schools and congregations to do training, webinars, workshops, and let members know about other workshops, protests, etc.
  - b. This position should come with compensation for an initial 3 year term.

**Priority 2: Actively engage members creatively (not just relying on annual meetings)**

Recommendation:

- A. Have a fall gathering, 1 topical regional gathering, and 1 topical international gathering.
- B. This can be part of the work that falls under the RE in Academic Disciplines & Institutions standing committee.

**Priority 3: Reimagine the annual meeting.**

Recommendation:

- A. In advance of our work with Dr. Raquel Wright-Mair, the time, location, and way in which the program chair and program theme are chosen were in process of changing. We think we should allow time to see how these changes impact the organization.
- A. We can solicit feedback from membership about the changes.