

**POSITION TITLE:**

Diversity & Inclusion Fellow

**GENERAL SUMMARY:**

In support of our long-held ecologically focused liberal arts missions and with support from The Endeavor Foundation, College of the Atlantic in Bar Harbor, Maine, and Sterling College in Craftsbury Common, Vermont, are jointly inviting candidates to apply for a twelve-month appointment as Diversity & Inclusion Fellow.

Our partnership was inspired by our shared commitment to foster diversity, equity, inclusion, and belonging on our campuses, our mission alignment, and our membership in a consortium of the smallest liberal arts colleges in the nation convened by The Endeavor Foundation. Together, our communities plan to dedicate meaningful financial and human resources to further our commitment to address systemic racism and justice, while advancing programs of study in ecological thinking and action.

As demonstrated by our collaborative effort to resource this work, both colleges prize opportunities to build strength through diversity and mutually supportive connections. Diversity builds vigor, value, symbiosis, and resiliency—all core ecological tenets. We know that pluralistic human communities can thrive when their members have and respect diverse identities, lived experiences, and worldviews. We also appreciate that merely "diversifying" our communities is insufficient -- we must co-create conditions of genuine inclusion and prepare our students to be agents of equity and justice in the wider world. To this end, the Diversity & Inclusion Fellow will work collaboratively with faculty and staff at both colleges to support both campuses by enhancing the academic, cultural, and professional experience of Black, Indigenous, and Students of Color at both of our institutions. The Equity Council at Sterling College and a similarly appropriate body at College of the Atlantic will play vital roles in supporting the Diversity & Inclusion Fellow.

**SPECIFIC DUTIES INCLUDE:**

**Holistic Student Experience:**

- Support student life functions at both campuses, with particular emphasis on organizing social and recreational gatherings for students of color;
- Encourage and equip student activists of all races and identities by providing support to attend rallies, conferences, and workshops; building leadership skills and experience with civil disobedience while managing personal safety; activating effective allyship, and learning to bring about change in ways that strengthen connection;
- Establish mentorship opportunities for students with experts of color;
- Support student life advisors on both campuses who will lead the effort to broaden the social and academic experience for students of color and link the communities on both campuses virtually for regular group meetings and shared programming;
- Develop and deliver co-curricular programming (e.g., workshops, seminars, and special events) that will include BIPOC visiting scholars and activists on both campuses.
- Support transformative and restorative justice practices and trainings on both campuses.

### **Curricular Assessment & Expansion of Inclusivity:**

- Coordinate and support ongoing review and revision of existing curricula to strengthen the diversity of voices, knowledge, and expertise represented in every course offered by our institutions.
- Plan and coordinate curriculum related to equity, diversity, power, and/or privilege to be accessible to students, staff, and/or faculty of both Sterling College and College of the Atlantic, with the possibility of some teaching to the extent interested.

### **Establish Connections:**

- Help foster existing and new relationships with members of the Abenaki peoples in Vermont and the Wabanaki peoples in Maine; prepare both campuses with training specific to working with indigenous populations.
- Help foster relationships, and establish memoranda of understanding on behalf of the colleges with local activist and educational organizations that work to expose and dismantle systems of oppression and advocate for racial, social, and environmental justice (e.g., Black Lives Matter, Showing Up for Racial Justice, The Root Social Justice Center, Equality Maine, and Outright Vermont).
- Help strengthen hiring practices to attract a diverse array of applicants and create conditions that favor increased faculty and staff diversity.

Thanks to generous support from The Endeavor Foundation, the person in this role will have funds to support this work and may choose to strategically engage outside experts and compensate them for their contributions.

### QUALIFICATIONS:

#### **The ideal candidate will have:**

- Extensive experience in the fields of racial, social, and environmental justice in an academic setting
- A masters or doctoral degree (completed or in-process) in a field of demonstrated relevance
- A nuanced understanding of different cultures, as well as the ability to interact successfully with college-age students and their families (per the students' wishes and in accordance with FERPA)
- Strong interpersonal skills and the ability to thrive in and support a collaborative team
- Excellent written and oral communication skills
- Ability to use data to improve programs
- Strong project management and budget management skills
- An ability and interest in-"wearing many hats" in a small, collegial environment and making the most of a relatively modest pool of resources
- A demonstrated appreciation for the missions, histories, and values of both colleges
- A strong, collaborative work ethic

### WORKING CONDITIONS/PHYSICAL DEMANDS:

The candidate can be based at either institution or, ideally, in relative proximity (5 hours drive) to both institutions, either on campus or working remotely. The position requires extended periods at the computer, on the telephone, or operating other office machines. The candidate must have access to a reliable and consistent internet connection.

The above statements are intended to describe the general nature and level of work being performed by people assigned to do this job. The above is not intended to be an exhaustive list of all responsibilities and duties required.

### BENEFITS AND PAY:

This is a full-time teaching-staff position and is benefits eligible. The annual salary range is \$53,000 to \$57,000, based upon experience.

## ABOUT THE COLLEGES:

### **College of the Atlantic Diversity Statement**

College of the Atlantic is committed to increasing diversity, fostering inclusion, and achieving equity in all aspects of its work. We especially encourage candidates who demonstrate how their teaching, service, and research would contribute to making the college more inclusive, equitable, and diverse. We are particularly interested in an individual's record working with students, colleagues, and communities who identify with the experiences of those historically excluded, under-represented or marginalized in higher education. College of the Atlantic is on traditional Wabanaki lands and Mount Desert Island is within historic Passamaquoddy territory. The college community recognizes the long history of dispossession and colonization that underlies our presence here and that Wabanaki sovereignty, territorial rights, and sacred sites continue to be violated. Our recognition of Wabanaki territory is the first step for us to explore how we fulfill the obligations this acknowledgment imposes on us and the commitments we need to make.

### **About College of the Atlantic**

College of the Atlantic is an interdisciplinary college of approximately 350 students and 35 faculty. Faculty are not organized via departments, and all students design their own major in human ecology. The average class size is 12. Our educational approach integrates knowledge from all academic disciplines and seeks to understand and improve the relationships between humans and their built, natural, and social-cultural environments.

### **Sterling College Diversity Statement**

Sterling College - its Board of Trustees and Faculty Council - has adopted a detailed ten-year [strategic initiative](#), with grant support, that is intended to better promote equity and inclusion across all of its academic programs and in all of the locations in which they take place. Sterling College acknowledges that the land on which its students, faculty, and staff gather is the traditional and unceded territory of the Abenaki and the Shawnee people. These words are offered as a reminder; we strive to match them with acts of respect and repair.

### **About Sterling College**

Founded in 1958, the College was a pioneer of the idea that neither the narrow technician nor the uninformed idealist alone can address the issues facing humanity and is one of only nine federally recognized work colleges. Sterling's transdisciplinary oriented faculty of 18 serves a student body of 125 residential students on its campus in Craftsbury Common, Vermont, and our instructional site in Port Royal, Kentucky. While the College is poised for growth in the number of programs and the population of students it serves, we are intentionally one of the smallest residential colleges in the nation and view our 7:1 student to faculty ratio and small classes as important strengths.

## **PLEASE SUBMIT A COVER LETTER AND RESUME VIA EMAIL TO:**

[di-fellow-search@coa.edu](mailto:di-fellow-search@coa.edu)

*College of the Atlantic and Sterling College are committed to inclusive excellence. We strive toward open and diverse communities that foster the inclusion of voices that have been underrepresented or discouraged. We encourage applications from members of groups that have been marginalized or underrepresented in higher education.*