



DIVERSITY, EQUITY, AND INCLUSION POSITION DESCRIPTION

Summary

The Diversity, Equity and Inclusion (DEI) officer is a community leader with a collaborative spirit connecting the chapter/council with campus and community leaders to provide programs and partnerships addressing dimensions of diversity and equity. Fostering an inclusive environment for all members to feel a sense of belonging as their authentic self. The Diversity, Equity and Inclusion officer will remain committed to creating a learning and growth-focused environment where all have an opportunity to succeed.

Duties and Responsibilities

- Promote a culture of inclusion where all individuals are welcome, able to thrive and be fully engaged in the fraternity/sorority experience.
- Collaborate with campus/community offices and content experts to provide resources and in-depth discussions
- Collaborate with other fraternal councils to provide a community-wide effort of DEI
- Conduct annual needs assessment and analyze results to ensure the educational focuses aligns with membership needs.
- Work alongside the inclusion committee to develop comprehensive and innovative strategies to be embedded in the chapter/council culture and ongoing operations.
- Accelerate the creation of an equitable chapter/council experience by engaging in conversation and awareness of DEI focuses as it relates all areas of chapter and council operations:
 - Recruitment/Intake
 - Education/Programming
 - Academic Development
 - Finances
 - Communication, Marketing, Branding
 - Health and Safety
 - Wellness
 - Civic Engagement
- Effectively communicate and present DEI strategy and initiatives to executive leadership.
- Proposes and/or develops programming related to diversity and inclusion, including areas such as cultural competencies, implicit bias and intention vs impact.
- Convening community dialogue in response to campus, national and global events related to diversity and inclusion.
- Build and sustain community partnerships to support diversity and inclusion projects/plans/initiatives.