



**Chief Diversity Officer and  
Executive Director of the Office of Equity  
Bellingham, WA**

Western Washington University (Western) sits on the traditional homelands of the Lummi and Nooksack peoples and occupies part of the larger Coast and Straits Salish territories that expand from Puget Sound to Desolation Sound, along the Straits of Georgia and Juan de Fuca, and adjoining saltwater and river watershed systems in the transboundary Salish Sea.

Western has an enrollment of approximately 16,000 students in seven colleges and the graduate school, and is nationally recognized for its educational programs, students, and faculty. The university is located in Bellingham, Washington, a coastal community of 90,000 overlooking Bellingham Bay, the San Juan Islands, and the North Cascades Mountain range. The city lies 90 miles north of Seattle and 60 miles south of Vancouver, British Columbia. Western is the highest-ranking public, master's-granting university in the Pacific Northwest, according to the 2022 *U.S. News & World Report* rankings.

The chief diversity officer and executive director of the Office of Equity (CDO/ED) will provide oversight, leadership, and vision for institutionalizing diversity and equity in the culture and practices of the institution. The CDO/ED will provide broad oversight for policies and initiatives to promote a learning and work environment where accessibility, diversity, equity, and inclusion (ADEI) is valued and integrated in institutional planning and operations. The position will oversee the newly created Office of Equity, which brings together two complementary functions: a compliance function and a community education and training function.

The CDO/ED reports directly to the university president. A member of the President's Cabinet, the CDO/ED is a core partner of the senior leadership team, providing counsel to executive and academic leadership and support to committees and groups engaged in advancing ADEI work. They will work closely and in collaboration with other members of the team to advance the university's strategic aspirations for excellence and equity. The CDO/ED will also serve as an ambassador and partner with the external community, including Washington State's Office of Equity.

Building on the current ADEI work and the university community's passion for diversity, equity, and social justice, the CDO/ED will lead the institution in cultivating and sustaining a caring community focused on shared values of respect, compassion, kindness, civility, excellence, and collaboration. The CDO/ED will be responsible for stewarding Western's commitment to ADEI, catalyzing institutional change necessary for deepening and strengthening that commitment.

The CDO/ED will work in close collaboration with other leaders and partners to develop and implement an action plan that leverages current efforts, sets stretch goals and targets, measures progress and evaluates impact, and establishes an accountability framework that makes ADEI a shared responsibility.

They will serve as a central spokesperson for ADEI matters, bringing together broad-based coalitions and alliances to enrich efforts across the university, including dissemination of best practices.

The successful candidate will be an experienced academic leader and a strategic partner with a high level of enthusiasm and energy to institutionalize ADEI in the culture and practices of the institution. The CDO/ED must have the ability to develop constructive relationships and partnerships across the university and the organizational acumen to engage the campus community in difficult, yet productive conversations in addressing complex socio-political issues that impact the university community and campus culture and climate.

The CDO/ED will be a seasoned administrator with experience in leading programs to new levels of excellence and impact. The successful candidate will be a strong advocate for ADEI and a community builder who has understanding and experience of developing and advancing a positive and inclusive campus climate. A terminal degree is desired but not required.

Review of applications will continue until the position is filled; complete applications received by March 4, 2022, will be assured full consideration. A resume with an accompanying cover letter that addresses the responsibilities and requirements outlined in the position specification may be submitted via the Spelman Johnson website at [www.spelmanjohnson.com/open-positions](http://www.spelmanjohnson.com/open-positions)

Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson by phone at 413-529-2895 or email at [info@spelmanjohnson.com](mailto:info@spelmanjohnson.com).

Confidential inquiries and nominations should be directed to Jim Norfleet, Practice Leader and Senior Consultant, at [jmn@spelmanjohnson.com](mailto:jmn@spelmanjohnson.com)

**Visit the Western Washington University website at [www.wwu.edu](http://www.wwu.edu)**

*Western Washington University (WWU) is an equal opportunity and affirmative action employer committed to assembling a diverse, broadly trained faculty and staff. Women, minorities, people with disabilities and veterans are strongly encouraged to apply. In compliance with applicable laws and in furtherance of its commitment to fostering an environment that welcomes and embraces diversity, WWU does not discriminate on the basis of race, color, creed, religion, national origin, sex (including pregnancy and parenting status), disability, age, veteran status, sexual orientation, gender identity or expression, marital status or genetic information in its programs or activities, including employment, admissions, and educational programs.*