CLOVER PARK TECHNICAL COLLEGE invites applications for the position of:

Manager of Inclusive Excellence and Belonging

SALARY: $65,703.00 - $69,161.00 Annually
OPENING DATE: 08/02/22
CLOSING DATE: 08/31/22 11:59 PM

POSITION OBJECTIVE:

Clover Park Technical College (CPTC) is seeking an innovative, engaging, and compassionate leader to join our Office of Equity, Diversity, and Inclusion (O-EDI) as the Manager of Inclusive Excellence and Belonging. As the Manager of Inclusive Excellence and Belonging, you will provide leadership, direction, and guidance for the development of a comprehensive training program for staff, faculty, and degree-seeking students, aimed to eliminate structural racism. In your new role, you will also be providing college-wide learning and tools to address matters related to equity, diversity, inclusion, and antiracism.

In Your First Year:
- Work with faculty, staff, and student stakeholders to develop a comprehensive EDI-focused professional development program that must include EDI and antiracism training.
- Build a library of EDI and identity consciousness resources and reports on the O-EDI website.
- Develop a new in-depth identity-based program designed to support student success efforts for underrepresented groups.
- Partner with the Teaching and Learning Center to create training modules.

Your Team:
In your role, you will be a part of the O-EDI and will collaborate with, and report to, the Associate Vice President for EDI. You will also have the opportunity to work closely with the following department across campus, who will be strategic partners, stakeholders, and collaborators:
- Office of Equity, Diversity, and Inclusion
- Outreach and Entry Services
- Teaching and Learning Center

Clover Park Technical College celebrates the many individuals that make up our community and embraces the opportunity to learn from both our differences and similarities. CPTC values equity and respect. We seek to create an environment of innovation and excellence and focuses on student success, lifelong learning, and social responsibility.

This position has been designated as a bargaining unit position represented by the Aft Professional Staff, Local 6431, and is overtime-exempt.

DUTIES AND TASKS (ESSENTIAL FUNCTIONS):

Duty: Professional Learning, Development & Training

Tasks include:
• Identify an EDI and antiracism education and training framework in collaboration with Associate Vice President for Equity, Diversity, and Inclusion (AVP for EDI) that is publicly accessible on the CPTC website.
• Develop, implement, monitor, evaluate and maintain ongoing learning in both formal and informal EDI professional development offerings from O-EDI.

Duty: Event Planning and Campus Collaboration

Tasks include:

• Design and implement programs that develop a sense of belonging through intentional programming and activities geared toward specific identity-based communities.
• Design and introduce annual large-scale inclusion and belonging opportunities for campus community members to engage with affinity/identity conscious programming (summits, retreats, caucusing, conferences, etc.) beginning with a focus on minority male student success programming.
• Partner with stakeholders to support the incorporation of EDI professional development into the new employee onboarding experience program.

Duty: EDI Strategic Priorities Implementation

Tasks include:

• Collaborates with identified stakeholders and leaders in the development and implementation of professional development in accordance with Senate Bill 5227
• Recruit, hire, train, and supervise a student leadership team to ensure student voice and input is centered in the development of program offerings.
• Support culturally appropriate outreach initiatives on campus and in our community as driven by Outreach and Entry Services.

Duty: Assessment & Reporting

Tasks include:

• Conduct a variety of assessments to evaluate professional development and training effectiveness, determine future institutional needs, and create opportunities for greater campus engagement with EDI learning and continuous improvement.

MINIMUM QUALIFICATIONS:

• Bachelor’s degree from an accredited college or university.
• Two or more years of experience with leading training and/or professional development experiences.
• Any combination of experience working with and for underrepresented and underserved communities.
• Recent relevant experience in training/education design, delivery, and facilitation, preferably in areas of diversity and inclusion.

PREFERRED QUALIFICATIONS:

• Knowledge of power, privilege, oppression, and antiracism ideologies within the context of the United States of America.
• Knowledge, skills, and ability to develop culturally responsive programs in a higher education OR nonprofit environment by serving as a planning member for the development of a culturally responsive program.
• Ability to develop collaborative campus relationships and function as a team member.
• Ability to facilitate and moderate dialogue among cross-cultural environments.
Application Instructions

- Complete application
- Upload cover letter describing your skills and experience, and how they relate to the Minimum and Preferred Qualifications of this position
- Upload resume
- Upload unofficial transcripts of the highest earned degree.
- Complete Supplemental Questions
- All offers of employment at Clover Park Technical College are contingent upon successful completion of background checks which include criminal history and sexual misconduct information requirements. Information obtained from the background checks will not necessarily preclude employment but will be considered in determining the applicant's suitability and competence to perform in the specific position.
- Should you have any difficulties uploading your documents, please contact NeoGov Technical Support at 1-855-524-5627, Mon-Fri 6:00 AM to 6:00 PM Pacific Time. Official transcripts are required upon hire.

Supplemental Information

At this time, Clover Park Technical College is not sponsoring H1-B Visas.

Per Governor Inslee’s Proclamation 21-14, state employees must be fully vaccinated no later than October 18, 2021. If selected for the position, your vaccine status will be verified during New Employee Orientation. Should you need information regarding medical or religious accommodation, please email human.resources@cptc.edu

Land Acknowledgement Statement

We acknowledge that we are on the traditional land of the Puget Sound Salish peoples belonging to the Puyallup, Steilacoom, Nisqually, and Squaxin Island tribes and bands, and we honor and thank the traditional caretakers of this land. We value the tribes in our community and the impact that they continue to make on our college to this day. For more information about CPTC’s commitment to indigenous tribes, please visit http://www.cptc.edu/diversity

Why we work for Washington State's Community and Technical Colleges

There are a host of reasons why we work at Clover Park Technical College, including the fact that we are part of a network called the State Board of Community and Technical Colleges (SBTC). We are proud to be part of an institution that believes in building strong people, families, and communities. Community and technical colleges help people grow their skills and talents so they can become global citizens. Faculty and staff make colleges come alive, giving each student a place in which they want to learn. You can participate in college events, clubs, and committees that engage you, while college guest speakers enlighten and inspire you.

More than a paycheck

Clover Park Technical College offers much more than a paycheck. There is an outstanding benefits package that is worth an additional value equivalent to about 30% of your base salary. We offer a full range of benefits that include multiple medical, dental, life and disability coverage options for employees and eligible family members; choice of retirement and deferred compensation plans to save for the future; paid holidays, sick time, and vacation, reduced tuition, and employee discounts and memberships Employee Assistance Program and more.

Our History

Clover Park Technical College is located in Lakewood, Washington. Our college has a rich history of professional and technical education dating back to the 1940s, when Clover Park School District established a War Production program, training civilians as auto mechanics, aircraft-service mechanics, ship-fitters, welders, and blueprint readers. Now, CPTC offers more than forty programs in Aerospace, Advanced Manufacturing, Health Sciences, Human Services, Business, Hospitality, Science Technology, Engineering, Transportation, and Trades. CPTC has two campuses: Our main campus is located in Lakewood, WA and our South Hill Campus is located in Puyallup, WA. Learn more about
Equal Opportunity Employer
Clover Park Technical College is an equal opportunity employer and committed to principles of diversity. We consider applicants for all positions without regard to race, color, creed, religion, age, marital status, national origin, sex, sexual orientation, disability, genetic information or status as a disabled veteran or Vietnam-era veteran.

Jeanne Clery Statement

Manager of Inclusive Excellence and Belonging Supplemental Questionnaire

* 1. Which best describes your highest level of education completed?
   - High School Diploma or GED
   - Some College
   - Associate's Degree
   - Bachelor's Degree
   - Master's Degree or Higher

* 2. Do you have two or more years of experience with leading, training, and/or professional development experiences?
   - Yes
   - No

* 3. Which best describes your experience working with and for underrepresented and underserved communities?
   - No Experience
   - 1-2 Years Experience
   - 2-4 Years Experience
   - 4+ Years Experience

* 4. Do you have recent relevant experience in training/education design, delivery, and facilitation, preferably in areas of diversity and inclusion?
   - Yes
   - No

* 5. Please describe your understanding of power, privilege, oppression, and antiracism ideologies within the context of the United States of America.

* 6. Do you have experience developing culturally responsive programs in a higher education OR nonprofit environment by serving as a planning member for the development of a culturally responsive program?
☐ Yes
☐ No

* 7. Describe the climate for diversity at your present or recent employer or institution. What impact have you had on that climate?

* Required Question