

The Vanderbilt Department of Psychiatry and Behavioral Sciences is seeking candidates for the **Director of Diversity and Inclusion**. The Director will provide vision and leadership in promoting a departmental culture that values and supports diversity and inclusion. This individual will report to the Chair of the Department of Psychiatry and Behavioral Sciences and work closely with the departmental Leadership Council. The Director will chair the Department's Diversity and Inclusion Committee. The successful candidate will need to demonstrate cultural awareness and agility, exercise emotional intelligence, build trust and credibility, and collaborate with a wide variety of stakeholders to achieve operational goals.

Responsibilities

- Provide vision and leadership for diversity and inclusion initiatives across the department's various clinical, research, and teaching sites. These initiatives should align with departmental goals.
- Lead the Department's Diversity and Inclusion Committee and ensure that initiatives/recommendations of the Council are prioritized and operationalized.
- Work closely with faculty and staff search committees, residency and fellowship program leadership, and department/division leadership to provide effective strategies for identifying diverse candidates and addressing bias in the screening and selection processes.
- Drive the development of new diversity-related programs and activities that anticipate and meet departmental needs. This includes keeping abreast of best practices and current trends in diversity and inclusion and bringing that knowledge to inform program and policy development work.
- Develop and monitor metrics applicable to the department's diversity and inclusion goals. This includes periodically assessing, both qualitatively and quantitatively, the productivity and success of programs, policies, and services. This individual will present periodic progress reports to departmental leadership.
- Serve as a results-oriented catalyst for change throughout the department, inspiring colleagues to achieve new levels of expertise, confidence, and productivity.
- Other special projects to be determined in consultation with the Chair.

The faculty member serving as Director of Diversity and Inclusion will be expected to **dedicate 20%** of his/her/their time and effort to the role.

Experience and Qualifications

- MD, PhD, or other applied advanced degree is preferred
 - Experience leading and advancing diversity, inclusive excellence, and/or equity initiatives
 - Experience working with senior leaders; able to connect, influence, and build trust-based relationships with stakeholders at all levels of the organization
 - Proven experience in meeting the specific needs of populations that have been marginalized, minoritized, racialized, and/or historically oppressed
 - Proven experience in developing and implementing outreach efforts and programs
 - Must have a high degree of cultural intelligence and technical mastery of diversity, equity, and inclusion strategy in academic medicine
 - Proven abilities to collaborate and work successfully with multiple constituents in the delivery and coordination of programs and initiatives
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Reviewed and approved by Vanderbilt Department of Psychiatry and Behavioral Sciences Leadership Council, on August 12, 2022

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