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## Chief Diversity, Equity and Inclusion Officer – RECRUITMENT 3420

California State University, Dominguez Hills is seeking an experienced professional to serve as the Chief Diversity, Equity and Inclusion Officer

Under the administrative direction of the University President, the Chief Officer of Diversity, Equity and Inclusion (CODEI) will provide vision and intellectual and pragmatic leadership for the CSUDH campus. With a direct report to the President and as a member of the Cabinet, the CDEIO will oversee the Office of Equity and Inclusion which will include Discrimination, Harassment and Retaliation and Title IX.

The CDEIO is responsible for developing and implementing strategies to advance diversity and inclusive excellence as core values throughout all aspects of the University community, business practices and programming in support of the California State University, Dominguez Hills commitment to equal opportunity and affirmative action. In collaboration with the appropriate stakeholders, the CDEIO will embrace CSUDH's inclusive, evolving definition of diversity that includes but is not limited to race, ethnicity, gender identity, sexual orientation, age, disability status, religious and spiritual identity, nationality, veterans, physical and mental ability, social and economic status, and political and ideological perspectives.

The CDEIO determines the overall direction of all diversity-oriented programs and initiatives and will work with existing programs and initiatives, including those championed by Multicultural Affairs in the Division of Student Affairs. The CDEIO will lead efforts to develop and implement a strategic plan for diversity and inclusion aligned with the University's strategic plan. As a University leader, the CDEIO maintains strong collaborative working relationships among senior executives, faculty, staff, students and external constituents, and serves as a team builder.

A strategic and innovative visionary, the successful candidate will have a track record of accomplishments in leading institutional initiatives, building programs, managing high performing teams, and promoting diversity in a complex organizational setting. They will have thorough knowledge of assessment, research and best practices around campus diversity, its benefits, and the conditions that must be in place to achieve inclusive excellence.

CSU Dominguez Hills, an urban university in the twenty-three campus California State University system, is located in Carson, in the South Bay region of Los Angeles County. Its 346-acre campus is situated in the historic Rancho San Pedro, the oldest Spanish land grant in the Los Angeles area. The campus is strategically located in the heart of a major technological, industrial, and transportation complex in Southern California. The area includes the massive Port of Los Angeles and Port of Long Beach—Southern California's gateway to international commerce. Cultural, performance, and sports venues in downtown Los Angeles are about twenty-five minutes away and the South Bay beach communities are a few minutes away to the west and south. The StubHub Sports Center, a 125-acre sports center developed by AEG and home to Major League Soccer's L.A. Galaxy, is located on the CSUDH campus.

With an enrollment exceeding 14,000 students, CSUDH is a federally recognized Minority-Serving Institution as well as a Hispanic Serving Institution and is among the most ethnically diverse universities in the nation: 60% Hispanic, 14.5% African American, 11% White, and 11% Asian/Pacific Islanders.

CSUDH is fully accredited by the WASC Senior College and University Commission (WSCUC) and offers 45 baccalaureate degrees, 24 master's degrees, and a number of certificate and credential programs. While continuing to emphasize the liberal arts and sciences, the university offers professional programs at both the undergraduate and graduate levels. Twelve programs hold accreditations from national professional associations: business administration, clinical sciences, computer science, education, health science, music, nursing, occupational therapy, public administration, social work, special education, and theatre arts. The university is known for excellence in teacher education, nursing, psychology, business administration, and digital media arts. CSUDH is also a national leader in distance education, with ten academic degree programs and seven certificate programs offered online.

### Qualifications:

Required Education: Master's degree; Doctorate or equivalent terminal degree is preferred.

Required Experience: A minimum of eight years of successful and progressive experience in a leadership and supervisory role directly related to diversity, inclusion, and equity; Proven experience facilitating and leading diversity and inclusion efforts in a diverse university setting; Proven experiences as an organizational leader and program builder, specifically around initiatives that promote diversity, equity, access and inclusion in a professional environment.

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### Required Knowledge, Skills, and Abilities:

Demonstrated ability as a strategic and innovative visionary, ability to be unbiased, strategic; a creative thinker and active listener who can mediate diverse opinions to address shared needs.

Thorough knowledge of assessment, research and best practices around campus diversity, its benefits, and the conditions that must be in place to achieve inclusive excellence.

Demonstrated track record and deep commitment to developing effective diversity and inclusion initiatives; proven institutional leader, building programs, managing high performing teams, and promoting diversity in a complex organizational setting.

Ability to understand the needs and expectations of the university by working collaboratively with students, faculty, staff, administrators, community partners and other stakeholders;

Thorough knowledge regarding research, scholarship, and rigorous assessment practices that address campus diversity, its benefits, and the conditions that must be in place to achieve those benefits

Demonstrated skills with collecting tracking, managing, and using data to provide transparency on issues of diversity, to assess program outcomes, and to increase shared accountability;

Demonstrated knowledge and skill in the area of strategic diversity leadership at an organizational level, working through both the formal networks of institutional governance and the informal networks of campus culture and co-curricular activities.

Demonstrated skill in communication and conflict-resolution needed to navigate politically-charged situations to resolve problems, build consensus, and reconcile competing interests.

Ability to be unbiased, strategic; a creative thinker and active listener who can mediate diverse opinions to address shared needs;

Demonstrated knowledge and skill in the area of anti-bias / anti-oppression work at an organizational level.

**Certification:** Valid driver's license

California State University Dominguez Hills is an Affirmative Action/Equal Opportunity Employer. We consider qualified applicants for employment without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status, or protected veteran status. For more information or definition of these terms please visit:

<http://www.dol.gov/ofccp/regs/compliance/posters/pdf/eeopost.pdf>

[http://www.dol.gov/ofccp/regs/compliance/posters/pdf/Supplement\\_English.pdf](http://www.dol.gov/ofccp/regs/compliance/posters/pdf/Supplement_English.pdf)

Individuals with disabilities requesting accommodations under the Americans with Disabilities Act (ADA) may call the Human Resources Office at (310) 243-3771 or the Academic Affairs Personnel Services Office at (310) 243-3766.

Clery Act crime statistics for CSUDH are available at <http://www.csudh.edu/dhpd/dhpd.htm>, or by calling University Police at (310) 243-3639.

Upon appointment all candidates must furnish proof of eligibility to work in the U.S.

The California State University is Smoke and Tobacco Free. Smoking, Vaping and other Tobacco use are Not Permitted anywhere on University property. Education Code 42356, CCR Title 5, Article 9

For more information or to apply, please visit <https://www.csudh.edu/hr/job-opportunities/> or contact Julio Arevalo at (310) 243-3093

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