



Position Statement  
Director of Equity & Inclusion Search  
**Meadowbrook School**

Weston, Massachusetts

Start Date: July 1, 2024



THE MEADOWBROOK SCHOOL

EST. 1923





# Director of Equity and Inclusion Position Statement



Celebrating its 100th anniversary this school year, Meadowbrook prides itself for being a place where smart, passionate people join together in an expansive learning environment with rigorous academics and innovative curricula to inspire, challenge, and empower students to achieve at the highest level, connect deeply with a diverse community, and courageously create change.

Community is a hallmark value at Meadowbrook. Faculty, staff, students, and parents all note the importance of relationships formed at the School as being among its most treasured aspects. Diverse by any measure, families hail from 52 zip codes in Boston and its western suburbs. Believing that strong social-emotional skills are critical to each child's success in school and in life, the adults at Meadowbrook endeavor to create a community where students feel seen, understood, comfortable, and empowered to take intellectual risks all while developing empathy and leadership skills. The experience of students and families is enhanced by engaged parent participation and an active Parents Association that promotes community among all in the school. Coming out of COVID, the power of community is understood to be more important than ever. The faculty is experienced and committed to the students, each other, and the mission. Their passion, dedication, and creativity has built a curriculum that inspires and challenges. The students appreciate their "amazing teachers" for their approachability and encouragement. As one student put it, "Our teachers want us to succeed and they are always willing to help." The relationships between students are evidence of a commitment to community, empathy, and inclusion.

**Meadowbrook School** believes that a diverse and inclusive community is central to achieving its mission to "know, love, and challenge every child." It is in furtherance of the mission that Meadowbrook seeks a new Director of Equity and Inclusion for July 2024. A member of the Leadership Team and reporting to the Head of School, the Director of Equity and Inclusion is responsible for providing leadership and strategic direction in developing programs and policies that promote an inclusive environment and create a culture of belonging for all members of the Meadowbrook community.

Located in Weston, MA, just seven miles west of Boston, Meadowbrook School is situated on a spectacular 36-acre campus. Modern, state-of-the-art facilities have been purpose built to inspire and support the learning and growth of students from age four to fourteen.

# Director of Equity and Inclusion Position Statement



## MISSION

*At Meadowbrook, our mission guides us every day, in all that we do.*

*We know, love, and challenge every child.*

*Together, as a diverse community with high academic, ethical and social standards, we nurture character, promote confidence, inspire creativity and foster critical thinking skills as we guide each child's journey in the pursuit of excellence.*

## STATEMENT OF DIVERSITY AND INCLUSION

*We believe a diverse and inclusive community is central to Meadowbrook's mission.*

*We embrace our students, faculty and families in all their diversity, which we broadly define as race, gender, age, ability/disability, ethnicity, culture, religion, nationality, family structure, sexual orientation, gender identity and expression and socioeconomic class, among other characteristics that contribute to each person's full identity.*

*We cherish and respect individual stories, strengths, weaknesses, voices, and backgrounds. We examine and question out methods and narratives in order to grow individually and as a community. This is an ongoing, dynamic journey that we take together. We believe that only through such a community can we know, love, and challenge each child.*



## FAST FACTS

**315** Students in Junior Kindergarten through eighth grade  
**49%** Students of color  
**95** Faculty and staff  
**13%** Faculty and staff of color  
**\$1.7** Million in financial assistance  
**14%** students on financial assistance



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## DIVERSITY, EQUITY, AND INCLUSION

Diversity, equity, and inclusion at Meadowbrook are woven throughout all aspects of the program and are explicitly tied to academic excellence. With students drawn from 42 cities and towns and 49% of whom self-identifying as students of color, the goal of DEI at Meadowbrook is to provide everyone at the school the confidence to create their own narratives as well as enhance and support each other's stories. This is achieved through thoughtfully developed student, faculty, and community programs led by the Office of Equity and Inclusion. Student programs are centered around the following:

- *The Meadowbrook 9* are cultural identifiers that guide the work to build a community of belonging: ability, age, ethnicity, gender (identity and expression), family structure, race, religion and beliefs, sexual orientation, and socioeconomic class.
- *AWARE* (All Working at Racial Equality) is part of the social-emotional learning curriculum that helps students learn about identities and build skills to engage in

conversations about the Meadowbrook 9. The Office of Equity and Inclusion creates curriculum and collaborates with faculty to deliver the program.

- Affinity groups in Middle School allow students to gather around a common culture or social identifier for conversation, support, and learning. Current groups include MSOC (Meadowbrook Students of Color), Kehillah (for students who identify as Jewish), and Etc. (Meadowbrook's version of a gay-straight alliance)

Faculty programs include WARE (White Anti-Racist Educators), SEED (Seeking Educational Equity and Diversity), and a faculty of color affinity group. The [Multicultural Teaching Institute](#), created at Meadowbrook in 2015, is an annual conference for K-12 teachers from across the country to gather and explore their own cultural identity and understand how it intersects with teaching and learning.

The Office of Equity and Inclusion also supports community-wide conversations through the school year, typically including guest speakers followed by Q&A and discussion. Additionally, a Parent and Guardian SEED group meets monthly for conversations about different aspects of identity.

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## ROLES AND RESPONSIBILITIES

The Director of Equity and Inclusion should be prepared to work in partnership with the Head of School, administrators, faculty, staff, parents, and trustees to:

- Provide leadership and strategic direction in developing programs and policies that promote an inclusive environment and create a culture of belonging for all members of the Meadowbrook School community;
- Collaborate with the faculty to enhance and develop the vision, direction, and actualization of an inclusive co-curricular learning environment built on the study of the Meadowbrook 9;
- Serve as a resource for faculty on pedagogies, curricula, and best practices for teaching about identity, social difference, and inequality;
- Teach and write curriculum for AWARE (All Working at Racial Equity) program and collaborate with other faculty on co-designed units of study;
- Create and lead trainings for faculty, staff, parents, and trustees;
- Lead the creation of spaces that foster dialogue, including supporting and facilitating student-led affinity groups;
- Partner with admissions to support the recruitment and retention of underrepresented students and families;
- Collaborate with the Leadership Team on hiring, supporting, and retaining a diverse faculty and staff;
- Direct The Multicultural Teaching Institute;
- Supervise the Assistant Director of Equity and Inclusion.





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## THE IDEAL CANDIDATE

A successful candidate will be able to demonstrate the following skills, values, and experiences:

- Bachelor's degree, Masters degree preferred;
- Experience in DEI, including working with students in pre-K through eighth grade and facilitating professional development and training sessions; classroom teaching experience a plus;
- Demonstrated understanding of the use of equitable and culturally responsive practices;
- Strategic and organizational skills with the ability to ideate, plan, implement, and evaluate school-wide initiatives;
- Strong leadership and interpersonal skills with diverse populations of individuals, teams, and stakeholders; as skilled and excited to work with parents as with students and faculty;
- Capacity to facilitate conversations, mediate conflicts, and build consensus and community around issues of DEI;
- Excellent communicator who is oriented toward building bridges and bringing people into the conversation;
- A learner who approaches their work with a growth mindset;
- Humility and a sense of humor.

## APPLICATION PROCESS

Meadowbrook School has retained Resource Group 175 to support the search for its Director of Equity and Inclusion. To apply, interested candidates should submit a cover letter, resume, and personal statement. Candidates are requested to submit these materials online at: <https://rg175.com/candidate/signup>

Application deadline: **January 5, 2024**

Start date: **July 1, 2024**

For inquiries or if you would like to nominate a candidate for this position, please contact Tony Featherston at [tfeatherston@RG175.com](mailto:tfeatherston@RG175.com).

