

Director of Equity, Diversity, and Inclusion

About Our Job

The Denver Public Library (DPL) is a growing urban library system that serves the residents of the City & County of Denver. DPL sees more than 4 million visitors every year across its 27 locations, serves Denver's most vulnerable communities through outreach and mobile services, hosts thousands of programs a year, and manages a collection of more than 1.4 million physical and digital materials. We believe a strong library is vital for a strong community. DPL is committed to serving the evolving needs of Denverites through inspired programming, diverse collections, culturally-representative spaces, and equitable policies & procedures.

For more information, go to denverlibrary.org. Find us on Facebook, Twitter, Instagram, YouTube and LinkedIn.

DPL is hiring a Director of Equity, Diversity, and Inclusion to advance our EDI work to the next level; to grow staff competencies and resources in EDI; to create and grow (or maintain) structures and systems for collaboration and engagement with DPL staff; and to support the continued improvement of organizational culture. This is a senior-level position, serving on the library's Executive Team and reporting to the Chief of Staff.

In this position, you will develop and refresh organizational strategy in these domains and lead implementation with a team - some of the team is existing and much of the team you will be building new. You will work collaboratively with the Executive Team so that this team's efforts are fully integrated into and not considered separate from DPL's strategic planning. You will work to understand the needs of employees at all levels of the organization and incorporate them in our strategies. The ideal candidate will bring experience leading a complex organization in enacting a commitment to equity, diversity and inclusion.

Essential Duties & Responsibilities

The ideal candidate for this position brings experience in putting EDI commitments into practice, preferably at a large, public institution such as a public library system. Because EDI is central to all of our operations, you will bring a track record of working collaboratively and cross-departmentally. As our EDI leader, you will build and support a team of EDI professionals and work with them to drive organizational change. We envision you leading us in some combination of the areas described below.

Policy & Advocacy

- Guide and advise the City Librarian & Chief of Staff and Executive Leadership Team on diversity, equity and inclusion. Collaborates with library management and staff groups to plan, create, implement and monitor programs designed to ensure equitable operations.
- Lead the organization in implementing prioritized EDI strategies, including a time-phased work plan aligned with DPL's broader strategic roadmap; and a process to monitor, assess

and adapt the library's policies, goals and actions related to equity, diversity inclusion, and accessibility.

Culture & Engagement

- Lead efforts to increase staff engagement aligned with organizational priorities. This could look like work associated with Wellness, Capital Priority Setting or Personnel Matters.
 - By strengthening staff involvement, we expect to begin addressing engagement and retention challenges such as burnout, compassion fatigue, and experiences of primary and vicarious trauma.
- Foster change management through facilitation, education and coaching of staff while encouraging courageous conversations. This will also include introducing tools and processes to collect, interpret, and act on employee feedback.

Learning & Development

- Partner with the HR Learning and Development team to build and sustain a culturally responsive approach to learning, with a specific focus on new employee onboarding, required learning, and supervisor / leadership development strategies.
- Develop learning and coaching programs targeted to DPL Supervisors to promote more welcoming and inclusive environments.

Evaluation

- Develop and prioritize the use of EDI change metrics to monitor, evaluate and modify EDI strategies.
- Develop EDI learning competencies and skills to support and differentiate for employees on their individual EDI learning journey

About you

Knowledge, Skills & Abilities:

- A Bachelor's Degree in social justice, ethnic/cultural studies, sociology, public administration, human resources, or other interdisciplinary degrees, or a related field; a Master's degree in a related field is desirable.
- Three to five years of experience advancing EDI in an organization and/or leading community based EDI-related change initiatives.
- A combination of professional and/or lived experience with/as one or more of the cultural groups that are historically underrepresented in the area of library and information sciences.
- Demonstrated ability to develop and implement strategies to lead an organization significantly closer to a more equitable community and organization.
- A background in change management, facilitation, and training and development
- Supervisory experience that includes building and leading teams of managers and specialists charged with the day-to-day execution, monitoring and continuous improvement of EDI programs and initiatives

- Skill in coaching and leading individuals and teams creating a culture of trust and collaboration
- Ability to manage and negotiate conflicts
- Ability to think strategically and develop objectives in achievement of long-term goals
- Ability to inspire and influence others, foster effective relationships throughout the entire organization with a forward-looking vision that encourages innovation, continuous learning, and accountability
- Ability to navigate uncertainty and ambiguity and to prioritize work efforts to achieve overall strategy
- Strong knowledge of culturally responsive models of teaching and learning, wellness, and / or customer service

Preferred:

- Bilingual or multilingual
- Experience in a leadership capacity at a large urban library or similar complex multi-facility nonprofit or government organization
- Experience with budget management

The above is intended to describe the general content of and requirements for the performance of this job. It is not to be construed as an exhaustive statement of duties, responsibilities, or requirements.

Black, Indigenous, and People of Color (BIPOC) and others who identify as nonwhite, people with disabilities, and members of the LGBTQIA+ community are encouraged to apply for this role.

Denver Public Library is an Equal Opportunity Employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected status, or any other characteristic protected by law.