



SEARCH PROFILE: Chief Diversity Officer



THE OPPORTUNITY

Lansing Community College (LCC) invites applications and nominations for the position of Chief Diversity Officer. Reporting to [President Steve Robinson](#) and serving as a member of the President's Cabinet, the next Chief Diversity Officer will model being a champion for belonging, inclusion, and advocacy. LCC seeks an experienced, strategic, committed leader who can provide insight and perspective in overseeing important initiatives at the College.

The Chief Diversity Officer serves as the strategic leader and advisor to the President on all matters related to diversity, equity, and inclusion, championing the importance of programs and a campus culture that is diverse and inclusive. The next Chief Diversity Officer will proactively recommend and participate in the implementation of strategies to diversify, improve, and increase global and cultural competence within the campus community.

In his [recent *Inside Higher Ed* article](#) (April 2023) about the importance of defending DEI initiatives at community colleges, President Robinson writes,

... American community colleges were founded on an agenda of access, a lofty democratic (note the lowercase "d") ideal articulated by the 1947 Truman Commission: access to higher education promises to have an impact on unequal distribution of opportunity in this country. Commitment to diversity, equity and inclusion among our nation's community colleges isn't a fad or a flaw: it's a fundamental feature of our design. Our colleges exist to provide access and opportunity and strive for equitable outcomes for the betterment of all. Here at Lansing Community College, for example, the principles of equity, diversity and inclusive programming and instruction are built into the mission and vision of our college.

The current [Strategic Plan 2021-2024](#) includes several focus areas that will rely in part on the dedicated work of the Chief Diversity Office to foster an inclusive, equitable, and fulfilling environment for students, faculty, and staff. As President Robinson explains in his introduction, the directions of the plan were shaped in part by the results of LCC conducting an employee climate survey (the Higher Education Survey of Employee Engagement, or HESEE). In particular, the goals for the Leadership, Culture, and Communication strategic plan focus area will be an important part of the agenda for the next Chief Diversity Officer, so that “LCC will foster a learning and working community that embraces diversity, equity, inclusion, collaboration, transparency and continuous improvement” and “be a transparent institution with an effective, two-way flow of relevant and timely information with our employees, students and community.”

The next Chief Diversity Officer is expected to lead in a culture that has the will and structure to support diversity, belonging, inclusion, and social justice. As explained in the website introduction to the [Equity Action Plan](#), such commitments have been part of the legacy of LCC since its founding:

Lansing Community College is built on an ideal of equality. It was founded in 1957 with the ambition to teach anyone who wanted to learn. Our vision statement—“serving the learning needs of a changing community”—reflects that aim. We are here to serve our community, to welcome everyone, to help all students achieve their goal.

However, we know it is not enough to welcome everyone. Equality is not equity. We have to meet students where they are, to provide them with wraparound supports to help them in and out of the classroom, and to model the same diversity in our workforce that we see in our student body. LCC has taken numerous steps to enhance diversity, equity and inclusion (DEI) in the past several years. DEI is an expression of how well we value, engage and include the rich diversity of our community, including our students, faculty, staff, alumni and surrounding community members.

The areas of focus in the Equity Action Plan are equity in action, embedding DEI in academics, guided DEI expectations, establishing systemic change, and equity in public safety. The Board of Trustees at LCC encouraged, supported, and endorsed such work in the [Board Resolution Addressing Racial Injustice](#) in 2020.

Therefore, this is a remarkable opportunity for an experienced diversity, equity, and inclusion professional to make a significant difference in advocating across an institution that is eager and ready for such work. LCC seeks a leader with skills in directing and inspiring teams, leveraging the strength of the support for diversity, equity, and inclusion at Lansing Community College, and modeling the qualities and passion for such critical work at a community college.

The new Chief Diversity Officer is expected to begin by January 2024.



LANSING COMMUNITY COLLEGE

Lansing Community College (LCC) is a national leader and one of the largest community colleges in Michigan, serving more than 17,700 students each year. It offers more than 200 associate degree and certificate programs, in addition to career and workforce development and personal enrichment options. The College was founded in 1957 and has since grown from its flagship campus in downtown Lansing to include locations in Delta Township, East Lansing, Mason, and Livingston County. LCC is consistently named one of Michigan’s best community colleges, and students enjoy unsurpassed instruction, beautiful facilities, cutting-edge technology, and comprehensive support services to help them succeed.

Lansing Community College is accredited by the Higher Learning Commission (HLC), a regional accreditation agency that accredits degree-granting institutions of higher education located in the 19-state North Central region of the United States. Regional accreditation validates the quality of an institution as a whole and evaluates multiple aspects of an institution, including its academic offerings, governance and administration, mission, finances, and resources.

Since its founding in 1957, more than 500,000 people have taken classes at LCC. Experienced and highly qualified faculty at LCC are committed to student success. The Board of Trustees and staff are dedicated to keeping tuition costs affordable and offering smaller class sizes at convenient times and with varied delivery methods, including online. With competitive pay, [excellent benefits](#) (including tuition and professional development benefits), as well as a commitment to [diversity and inclusion](#) in all that it does, Lansing Community College is an attractive workplace as well.

VISION

Serving the learning needs of a changing community.

MISSION

Lansing Community College provides high-quality education ensuring that all students successfully complete their educational goals while developing life skills necessary for them to enrich and support themselves, their families, and their community as engaged global citizens.

MOTTO

Where Success Begins

The Center for Data Science at LCC includes these [statistics](#) on the numbers of students, faculty, and staff: annual enrollment of 14,324 students (2021-22) and 1,673 faculty and staff (including 656 full-time employees).

LCC has strong ties to the dynamic and culturally rich communities it serves. Appearing on the website and in significant places on campus is the Lansing Community College Land Acknowledgment: “Lansing Community College occupies the ancestral, traditional, and contemporary lands of the Anishnaabeg—Three Fires Confederacy of Ojibwe, Odawa, and Potawatomi peoples. In particular, the City of Lansing and LCC reside on land ceded in the 1819 Treaty of Saginaw.” In the heart of Michigan, [Greater Lansing](#) boasts of the best of both worlds: the down-to-earth spirit of the Midwestern USA with the cultured amenities of a state capital.



ABOUT DIVERSITY, EQUITY, AND INCLUSION AT LANSING COMMUNITY COLLEGE

The Chief Diversity Officer reports to President Steve Robinson. As explained on the [Office of Diversity and Inclusion](#) (ODI) website, the ODI “provides resources that foster awareness as well as empower students with knowledge, tools and experiences that promote global citizenship and a more inclusive campus. We thus embrace an inclusive community that brings together students, faculty, and staff of different racial and multi-racial, ethnic and multi-ethnic, gender and sexually diverse, economic, religious, and national identities and ages.” The website also articulates the ODI’s “why”—the [vision, values, and mission](#) based on the view that “because Inclusiveness is Excellence, therefore Diversity and Inclusion is Everyone’s Responsibility!”

This [organizational chart](#) shows that the Chief Diversity Officer supervises and guides leadership in several key areas: the Director of the Cesar Chavez Learning Center, the Director of the Centre for Engaged Inclusion, the Director of Equity and Inclusion, and the Executive Assistant to the Chief Diversity Officer.

The [Cesar Chavez Learning Center \(CCLC\)](#) provides a comfortable atmosphere where students from all backgrounds get support academically, socially, and personally. The CCLC Director, program coordinators, and student staff assist students and provide guidance on how to navigate campus resources and other educational opportunities. The Center offers a space to engage the entire campus community, with specific focus on programming within four key areas: 1) inclusion, 2) access for underserved students, 3) cultural awareness, and 4) mentoring.

The [Centre for Engaged Inclusion](#) is LCC's premier place for education and training in diversity, equity, and inclusion. Its work is based on a vision of "a community where everyone has a sense of belonging and possibility and is empowered to cultivate an equitable world."

The [Equity Center](#) "implements college-wide initiatives, engaging with the campus community, to become a national leader in Diversity, Equity, Inclusion and Accessibility (DEIA)."

Other initiatives and programs within the purview of the Chief Diversity Office include the [Equity Leaders for Inclusion](#) program, [Beyond the Book](#) program, [Cultural Awareness 365 Committees](#), and the [Inclusion Advocates](#) program.



ROLES AND RESPONSIBILITIES OF THE CHIEF DIVERSITY OFFICER

The Chief Diversity Officer is expected to be present and visible on campus (not remotely) as a resource, support, and thought leader on diversity, belonging, and inclusion. This is a twelve-month administrative position.

Specific responsibilities of the Chief Diversity Officer are listed here in priority order:

- Develop and oversee comprehensive Diversity and Inclusion strategies, objectives, and initiatives for the College. Proactively recommend actions required to implement strategic initiatives from the Board of Trustees Ends Policy E-104 on Diversity, Equity, and Inclusion and Equity Action Plan. Collaborate with Executive Leadership in the creation of a culture of diversity and inclusion to ensure initiatives support the College's values and strategic goals.
- Recommend and participate in the development and implementation of training for faculty and staff designed to improve global competence.
- Recommend and participate in the development and implementation of strategies to increase global and cultural competence within the campus community.
- Provide strategic leadership and administration to the Directors of Equity and Inclusion, Center for Engaged Inclusion, and Cesar Chavez Learning Center to develop programming for students, faculty, and staff to provide a college-wide approach to diversity, equity, and inclusion (DEI).

- Partner with Human Resources, Student Affairs, and academic areas in the implementation of strategies to diversify the campus community, including faculty, staff, and students.
- Collaborate, recommend, and participate in the implementation of strategies to revise curricula and establish learning activities that reflect global competence.

CORE COMPETENCIES EXPECTED IN THE NEXT CHIEF DIVERSITY OFFICER

To be effective in fulfilling the responsibilities of the role, the Chief Diversity Officer is expected to demonstrate these core competencies:

LEADERSHIP

The ability to lead diversity, equity, and inclusion initiatives and collaborate with internal stakeholders during the implementation and institutionalization of such initiatives. Skilled at providing executive oversight of multiple department units whereby supervision, professional development, budgetary guidance, and program oversight are required.

COMMUNICATION

The ability to use written and oral presentation skills to make strong, compelling cases on various diversity-related topics whereby information is shared in a manner that informs and influences equitable outcomes for all employees, students, and community members. Capable of leading and/or facilitating small and large group meetings with internal and external stakeholders. Skilled at active listening and connecting with others despite cultural or other differences that may exist. The ability to be empathetic and provide a safe and confidential space for various diversity-, equity-, and inclusion-related discussions. The ability to use emotional intelligence and cultural competence when interacting and communicating with others from differing backgrounds, cultures, ethnicities, and customs. Capable of remaining level-headed when faced with complex and/or difficult situations.

STRATEGY AND THOUGHT LEADERSHIP

The ability to assess situations and think strategically. Capable of collecting, analyzing, synthesizing, presenting, and using data to highlight key accomplishments, make informed process improvement decisions and other determinations.

PROBLEM SOLVING

The ability to solve or work with teams to resolve pressing and large-scale institutional challenges in favor of innovative solutions that work for the institution.

DIVERSITY, EQUITY, AND INCLUSION

In-depth, contemporary knowledge on issues of access, accessibility, diversity, equity, inclusion, justice, and social responsibility in a large, complex organization. Understanding the impact of equal employment laws, nondiscrimination laws, Americans with Disabilities regulations and constitutional rights to freedom of speech on higher education practices (related to employees, students, and community members). Working knowledge of the relationship between open-access programming at community colleges and the upward mobility of low-income families, minorities, and other underrepresented groups. Familiar with effective diversity and inclusion trends, concepts and practices used in large organizations and/or institutions of higher education.

REQUIRED QUALIFICATIONS

The successful candidate for the Chief Diversity Officer position shall demonstrate all of these ***required qualifications***:

- Master's Degree or equivalent combination of education and experience in a related field from an accredited institution.
- Significant experience leading diversity, equity, and inclusion initiatives and activities for large or complex organizations.
- Evidence of scholarly/professional knowledge related to diversity, equity, and inclusion (training, certificates, research, publications, policy development).

PREFERRED QUALIFICATIONS

The successful candidate for Chief Diversity Officer may also demonstrate some of these ***preferred qualifications***:

- Graduate degree in a relevant area of study, preferably with a focus on student affairs, social justice, education and/or diversity, equity, and inclusion.
- Successful record of leading diversity, equity, and inclusion initiatives in a post-secondary educational institution.
- Certification of Achievement in diversity, equity, and inclusion or related field.
- Bi-or multilingual skills (including reading, speaking, and writing).
- Successful record of work with people that reside in other countries and/or with immigrant populations.

TIMELINE, COMPENSATION, APPLICATIONS, AND NOMINATIONS

Academic Search is assisting Lansing Community College in this search. All inquiries, nominations, and applications will be held in strict confidence. To learn more about this opportunity, potential applicants are welcome to schedule a conversation with the Senior Consultant for this search, Dr. Ginny Horvath (ginny.horvath@academicsearch.org).

START DATE

The next Chief Diversity Officer is expected to begin work by January 2024.

COMPENSATION

The expected annual starting salary for this full-time (12-month) administrative position at the LCC Downtown Campus is \$135,000 - \$150,000, depending on qualifications and experience.

APPLICATIONS

Applicants should send these four separate documents (each in PDF format) to LansingCDO@academicsearch.org:

- A detailed cover letter, addressed to the Search Committee, expressing your interest in the position and addressing how you meet the qualifications outlined in this profile;
- A current résumé/c.v.;
- A Statement of Contributions to Advancing Diversity, Equity, and Inclusion (1-2 page document that outlines your context for understanding DEI and provides specific examples of ways you have advanced DEI through such areas as policy development, publications/scholarship, professional accomplishments, degrees and certifications, teaching, community work, leadership development, advocacy); and
- A list of five professional references (including their names, titles, organizations, phone numbers, and email addresses), noting the perspective on your work that each could provide.

References will not be contacted until later in the search process and only with the candidate's permission. A background check (including identity, degree, and employment verification and criminal background check) must be completed satisfactorily before any candidate can be offered this position.

APPLICATION DEADLINE

Although this search remains open until filled, for full consideration by the Search Committee, candidates should submit all application materials by **Tuesday, September 5, 2023**.

NOMINATIONS

Although nominations are not required to be considered for this position, leaders who know of outstanding candidates are welcome to submit confidential nominations by sending an email to LansingCDO@academicsearch.org. Include the nominee's full name, position, institution, and email address, and Academic Search will follow up.

Lansing Community College is an equal-opportunity educational institution/employer. Lansing Community College programs and activities are open for all persons regardless of race, color, sex, age, religion, national origin, creed, ancestry, height, weight, sexual orientation, gender identity, gender expression, disability, familial status, marital status, military status, veteran's status or other status as protected by law, or genetic information.

Applicants who need assistance at any point throughout the hiring process can contact our HR Employment office at 517-483-1870 or hr-employment@lcc.edu. In accordance with the Americans with Disabilities Act (ADA), applicants with disabilities may request an accommodation by contacting the same number indicated above.