



Fayerweather Street School

765 Concord Avenue, Cambridge MA 02138 • 617 876-4746 • www.fayerweather.org

Job Title: Director of Equity and Belonging

Hours: Fulltime (12 months)

Exempt/Non-Exempt: Exempt

Reports to: Head of School and Assistant Head of School

Leadership Opportunity: Fayerweather Street School, a well-known, progressive school in Cambridge, Massachusetts, seeks an authentic, collaborative, strategic changemaker to join our staff community as the Director of Equity and Belonging. Founded in 1967, Fayerweather has provided a transformative learning environment for students, teachers, staff, and parents. Our progressive education mission is more relevant than ever. The best kind of education happens within a diverse community where everyone feels they are stakeholders. Collaboration, creativity, critical thinking, and compassion are at the heart of a Fayerweather education. Our curriculum provides windows and mirrors so that students can be exposed to experiences outside their comfort zone while also seeing a positive reflection of themselves. We understand that children and adults are knowledge constructors, and our work ensures that people and their communities are accurately and expansively represented.

Reporting to the Head and Assistant Head of School, the Director of Equity and Belonging will focus on long-range planning, implementation, and daily practices that support a healthy learning environment. The director will have experience in the DEIB field, including familiarity with frameworks that support professional development and learning. The role's focus will be to assist teachers with creating classroom communities that are culturally aware and responsive to the needs of students. The position will also provide professional development and support to staff and administrators in creating a just and equitable school community. The Director of Equity and Belonging will also be an active member of the School Leadership Team and will collaborate with other leadership teams as needed.

Essential Duties and Responsibilities:

- The primary purpose of this role is to foster a sense of belonging and strengthen awareness, dialogue, and general practices that support the development, growth, and connection of underrepresented and minoritized communities related to race, gender, sexual orientation, socioeconomic class, religion, language, nationality, ability among other identities.



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- Develops ways of assessing and evaluating school policies and practices and ensuring that these policies and practices align with the school's mission.
- In collaboration with the school's administration and staff, lead a process of developing a short and long-term vision for supporting diversity, equity, belonging, and social justice practices within our school that spans from curriculum development to school climate.
- Overseeing the planning of content and implementation of staff, student, and parent affinity group meetings.
- Leading a process
- Identifying opportunities for staff and students to participate in DEI professional development and opportunities outside of FSS.
- Partner with the HOS to facilitate ongoing engagement with parents and caregivers in conversations regarding equity and belonging
- Demonstrates comfort with researching and analyzing data to measure the effectiveness of our work.
- Partner with the Advancement team (admissions, marketing/communications, alum, and development) to support their work and outreach to the community.
- Serve as a coach and mentor to teachers and staff
- Other responsibilities include:
 - Member of the School Leadership Team
 - Collaborates with the Education Leadership Team, Grade Level Team Leaders, Advancement Team, and the Board of Directors
 - Participates in Child Study Meetings as needed
 - Other duties as assigned

Qualification Requirements

- A master's degree is preferred in human services and social justice, change management, or a related field.
- Self-awareness and the ability to manage emotions
- Five years of experience leading
- Ability to inspire and motivate others to create positive change
- Ability to be a program/project manager and develop programming and initiatives in collaboration with the Leadership Team, Administrative Team, staff, parents, and students.
- Understanding of child and adult learning development
- Ability to communicate effectively in person and in writing, paying attention to detail, confidentiality, and follow through.



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- Bachelor's or Master's degree preferred, as well as being open to experience and educational training in diversity and inclusion, social studies, social justice studies, or a human services field of study.

Fayerweather Street School:

Fayerweather Street School welcomes candidates who will add to the diversity of our community and who have demonstrated a commitment to diversity, equity, and belonging in their teaching and learning. Fayerweather Street School is an equal opportunity employer and does not discriminate on the basis of race, color, religion, national or ethnic origin, ancestry, sex, disabilities, sexual orientation, gender identity and expression or family composition, or any other status protected by applicable law in the administration of its employment, education, admission, financial aid, and other policies and programs.

To Apply: Please submit your cover letter and resume to Employment@Fayerweather.org. Please be prepared to provide at least five references; at least two of your references must be, or have been, someone you directly reported to.