The Chief Diversity and Inclusion Officer (CDIO) position requires an experienced and dynamic individual who has a deep understanding of the complexity and multiple dimensions of diversity, inclusion, and equity, including – but not limited to – age, class, culture, disability, ethnicity, gender, nationality, race, religion, sexual identity, sexual orientation and socioeconomic status.

SUNY Oswego’s Chief Diversity and Inclusion Officer will have a passion for working directly with students so they can grow as learners and be prepared for success in an increasingly diverse and globalized world. The Chief Diversity and Inclusion Officer will provide leadership for engaging faculty and staff in new efforts that cultivate, enhance and promote an environment of inclusiveness and a climate of equity in which all students and employees may work productively and thrive. Will present evidence of strategies employed and results achieved in implementing the college’s strategic diversity and inclusion goals.

The Chief Diversity and Inclusion Officer will report directly to the President of the College, is a member of the President’s Council and provides counsel on all matters pertaining to diversity and inclusive excellence. The Chief Diversity and Inclusion Officer provides executive leadership and vision in the administration of a comprehensive range of services, policies and procedures related to diversity and inclusive excellence. The CDIO participates in all aspects of institutional planning in support of the mission and goals of the College, including meeting the needs of our diverse student, faculty, and staff populations and creating a learning and working environment where all have the opportunity to succeed.

The Chief Diversity and Inclusion Officer’s responsibilities also include:

* Establishing a protocol of educating and engaging the campus community;
* Assessing campus needs related to diversity and inclusive excellence;
* Implementing best practices, programs and processes to address the campus needs;
* Providing executive-level leadership, strategic planning, and oversight for institutional diversity and inclusion in the areas of programming, human resources, facilities, community building, health & safety, assessment, and fiscal resource management;
* Implementing and coordinating training for faculty, staff, and students related to diversity and inclusive excellence;
* Developing and leading a sustainable process to implement and continuously assess and adapt the College’s goals related to diversity and inclusive excellence;
* Conducting qualitative and quantitative studies to monitor campus climate;
* Supporting the College’s efforts to improve access and college retention of qualified, historically underrepresented students to the College;
* Enhancing the recruitment and retention of diverse faculty and staff;
* Collaborating with the Career Services office to ensure employers recruiting on campus are utilizing effective practices to diversify their workforces;
* Engaging faculty, staff, students, alumni, and community members in issues related to diversity and inclusive excellence at the College and the national level;
* Engaging in and supporting diversity-related research and incorporate that knowledge into College practices and programming;
* Ensuring that all College programs and services comply with relevant state and federal laws, State University of New York regulations, and college policies as they relate to diversity and inclusion; and
* Actively engaging in relevant SUNY system-wide initiatives and meetings.