



Director of the Office for Equity, Vitality and Inclusion

Summary:

The Director of the Office for Equity, Vitality and Inclusion will provide leadership for the development and implementation of diversity, equity, vitality, and inclusion initiatives for BUMG and will coordinate related activities on the medical campus in these areas with BMC and BUSM.

These pursuits are critical to the mission of BUMG to “transform healthcare as an integrated academic multi-specialty practice that defines and delivers equitable, high value, evidence-based care in partnership with our patients, institutions and community.”

It is expected that these efforts will enhance our performance as an organization, support our values and encourage a culture change to enhance engagement across the medical campus.

Effort: 0.2 FTE funded

Reports To: President and CEO of BUMG (W. Creevy)

Key Stakeholders:

The successful candidate will be able to effectively interact with medical campus leadership, including:

- President and CEO, Boston Medical Center (K. Walsh)
- Dean, Boston University School of Medicine (K. Antman)
- BUMG Board of Trustees
- Department Chairs/Chiefs
- Chief Medical Officer, Boston Medical Center (R. Davidoff)
- Associate Dean Faculty Affairs, Boston University School of Medicine (H. Park)
- Chair, Vitality and Wellness Committee (S. Rowe)
- Chair, Women’s Leadership Committee (A. Lee-Parritz)

Responsibilities:

In this newly formed role, the Director will be expected to develop an initial plan and evolve the responsibilities based on discovery and key findings.

Initial responsibilities include:

1. Lead the development and implementation of sustainable and measurable equity, vitality and inclusion initiatives that support the mission, values and strategic plans of BUMG, BMC and BUSM.
2. Work with the BUMG board, leadership and other key stakeholders to set priorities, identify resources and ensure collaboration across constituents.

3. Provide regular reporting of overall and committee plans to institutional leaders and keep respective campus stakeholders informed of changes and developments.
4. Assess and mitigate potential barriers to achieving the desired outcomes of equity, vitality and inclusion.
5. Review operational practices and policies to ensure actions towards achieving the desired outcomes of equity, vitality and inclusion.
6. Work with relevant parties to ensure the medical campus benefits from a diverse and vibrant pipeline of future leaders.
7. Partner with philanthropic offices to support activities in the area of diversity, equity and inclusion.
8. Identify and develop support plans for related workforce and community development efforts.

Experience:

1. Previous leadership in the areas of gender equity, wellness and vitality and/or diversity and inclusion.
2. Previous leadership position with supervision of personnel, faculty development and financial management.
3. Previous leadership of academic and/or educational programs.

Skills and Characteristics:

1. Successful leadership of a team or program especially in a matrix with multiple stakeholders.
2. Ability to build consensus, make decisions and apply sound judgement.
3. Ability to lead and operate well in ambiguity; takes initiative and executes in the absence of clear direction.
4. Passionate and high level of energy for described outcomes.
5. Strong interpersonal skills, clinical and academic credibility and demonstrated ability to effectively partner with faculty and staff.
6. Excellent, persuasive and clear public speaking and writing skills.
7. Strong implementation skills.
8. Proven track record of balancing multiple priorities while maintaining a positive outlook.
9. Ability to anticipate and address problems in a timely manner.