

DEAN OF BELONGING AND INCLUSION SEARCH

FREDERICK GUNN SCHOOL

Washington, Connecticut
frederickgunn.org

Start Date: July 2024



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

In 1850 Frederick Gunn established a school based on the belief that strength of character was the goal of education. Today, The Frederick Gunn School rests on the four cornerstones of character: scholarship, integrity, respect, and responsibility. Character is forged in a cohesive, diverse community informed by a challenging college preparatory curriculum, a broad range of athletic, artistic, and social activities and a faculty of scholars and committed educators dedicated to the intellectual and ethical development of every student. A Frederick Gunn School graduate is a broadly educated, socially responsible citizen with tested beliefs, strength of character, and the courage to act on convictions.

At a Glance



Established
1850



Total enrollment
325



Total faculty
60



Campus size
200 acres



U.S. students of color
15%



Financial aid awarded
\$5M



Faculty with advanced degrees
68%



Student-faculty ratio
5:1

International students: 20%
Faculty of color: 7%
Students receiving aid: 44%

Advanced courses: 35
Sports teams: 35



Overview

The Frederick Gunn School, founded in 1850, is a co-ed boarding and day school for students in grades 9-12 as well as a post-graduate year. Mr. Gunn had a deep appreciation for the natural world, believing that in nature students understand themselves as humans and their place in the world. He took a principled stand against slavery and spurred students (and the town at large) to examine their beliefs. In addition to the habits and skills students will need in college and life beyond, The Fredrick Gunn School teaches them to follow Mr. Gunn's example: to cultivate wisdom, to be trailblazers, to act with conviction, and to value character as highly as intellect and achievement.

The Frederick Gunn School's continuous focus on moral character development intentionally engages all members of the school in the work of creating an inclusive and equitable living and learning ecosystem. Community and citizenship are at the heart of the school's aspiration to both social justice and academic excellence, with individual diversity integral to the strength of that community. When individuals embrace differences and pursue school life with respect, equity, and compassion, they build a foundation for engaged citizens.

In keeping with the tenets of the school's founder, Mr. Gunn, who was himself a prominent abolitionist and progressive educator, The Frederick Gunn School seeks to provide a pluralistic learning environment for all inclusive of (but not limited to): culture, ethnicity, gender identity or expression, national origin, learning differences, physical difference, political affiliation, race, religion, sex, sexual orientation, and socioeconomic differences.

The Frederick Gunn School is seeking candidates for the role of Dean of Belonging and Inclusion to lead the school's efforts in Diversity, Equity, and Inclusion. Mr. Gunn's mission is more relevant today than ever, and the school continues to pursue the moral and intellectual development of all individuals.



Opportunities and Challenges

The Dean of Belonging and Inclusion plays a pivotal role in fostering a supportive, diverse, and inclusive environment within the school community. This position requires a passionate and dedicated individual who is committed to promoting a sense of belonging among all students and employees, regardless of their background, identity, or abilities. The Dean of Belonging and Inclusion will collaborate with various stakeholders to develop and implement initiatives that promote Equity, Diversity, and Inclusion throughout the school community.

In addition to leading initiatives aimed at promoting a culture of belonging and inclusion, this role actively engages with students in classroom settings, co-curricular activities, and residential life responsibilities. The Dean of Belonging and Inclusion serves as a mentor, advocate, and resource for students, fostering an environment where all individuals feel valued, respected, and empowered to thrive academically, socially, and emotionally.

Responsibilities include, but are not limited to, the following:

- Develop and implement strategic plans, policies, and programs aimed at promoting a culture of belonging and inclusion within the school community.
- Participate in all major areas of the student experience, including teaching in the classroom as well as contributing to co-curricular programs and residential life responsibilities.
- Serve as a key member of the school's leadership team, participating in regular meetings and contributing to strategic decision-making processes that impact the overall direction and operation of the school.
- Engage with the school's Board of Trustees to provide guidance and expertise on Diversity, Equity, and Inclusion (DEI) initiatives, contributing to Board discussions and strategic planning efforts related to fostering a more inclusive school community.
- Oversee the school's Diversity, Equity, and Inclusion (DEI) Team, composed of representatives from Admissions, the Academic Office, Alumni & Development (A&D), the Dean of Students Office (DOS), and program leaders. Collaborate with team members to develop comprehensive DEI strategies, coordinate efforts across departments, and ensure alignment with the school's mission and values.



- Foster engagement with the local community to promote Diversity, Equity, and Inclusion initiatives, collaborating with community organizations, businesses, and leaders to address shared concerns and promote mutual understanding. Actively participate in community events, forums, and partnerships that support the school's commitment to creating an inclusive and welcoming environment for all.
- Collaborate with the administration, faculty, students, and families to assess and address the needs of underrepresented or marginalized groups within the school community.
- Provide leadership and support for Diversity, Equity, and Inclusion (DEI) initiatives, including but not limited to workshops, training sessions, and educational programs.
- Serve as a resource and advocate for students who experience discrimination, harassment, or bias, and ensure that appropriate support services are provided.
- Work closely with the Admissions team to recruit and retain a diverse student body and support the admissions process by providing guidance on inclusive recruitment practices.
- Coordinate and facilitate affinity groups, student organizations, and other activities that promote cultural awareness, understanding, and appreciation.
- Monitor and evaluate the effectiveness of DEI initiatives and make recommendations for improvements based on feedback and data analysis.
- Collaborate with other departments to integrate DEI principles into curriculum development, classroom instruction, and school policies.
- Partner with Alumni & Development to create strategies for engaging alumni affinity groups.
- Stay current on best practices, trends, and research in the field of Diversity, Equity, and Inclusion, and share knowledge with the school community through workshops, presentations, and other forums.
- Serve on relevant committees and task forces, both within the school and in the broader community, to promote equity and social justice.

The successful candidate will be able to work collaboratively as a member of a large team of dedicated adults in these initiatives. While the Dean of Belonging and Inclusion will work with adults and students across the community, the position reports primarily to the Chief People Officer.



Qualifications and Personal Attributes

- Bachelor's degree required; master's degree or higher preferred.
- Previous experience working in a high school or educational setting, with a focus on Diversity, Equity, and Inclusion, boarding school experience a plus.
- Demonstrated understanding of systemic issues related to Diversity, Equity, and Inclusion, and a commitment to addressing them within an educational context.
- Strong interpersonal and communication skills, with the ability to build relationships and collaborate effectively with diverse stakeholders.
- Excellent organizational and project management skills, with the ability to prioritize and manage multiple tasks simultaneously.
- Experience facilitating workshops, training sessions, or other educational programs related to Diversity, Equity, and Inclusion.
- Knowledge of relevant laws, regulations, and best practices related to Diversity, Equity, and Inclusion in education.
- Commitment to ongoing professional development and personal growth in the areas of Diversity, Equity, and Inclusion.

Learn More

Click on the links below to learn more about The Frederick Gunn School.

[School Website](#)

[School Profile](#)

[School History](#)

[About Washington, Connecticut](#)

To Apply

Interested and qualified candidates are invited to contact the consultant in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A copy of their official transcript;
- A list of five professional references with name, relationship, phone number, and email address of each. References will not be contacted without the candidate's permission. Please forward to:

Brandon Jacobs

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