

The University of Rochester Medical Center is made up of many parts, all devoted to providing highly advanced medical care. Our Mission of “Ever Better” means we improve the well-being of patients and communities by delivering innovative, compassionate, patient and family-centered healthcare, enriched by education, science and technology. Our Vision is to cultivate a diverse and inclusive environment that guides and transforms our approaches to healthcare, education, research and community partnerships.

The University of Rochester Medical Center’s Human Resources team is seeking a **Director for Staff Equity and Inclusion**. As an advisor to all areas of the Medical Center, the **Director for Staff Equity and Inclusion** provides leadership, guidance and support for equity, inclusion and cultural competence initiatives, in alignment with URM’s Equity and Anti-Racism Action Plan. The **Director for Staff Equity and Inclusion** works collaboratively with the Offices of Diversity, Equity and Inclusion and URM Human Resources leaders, playing a key role in cultivating a fair and just climate, culture and community.

Primary responsibilities include:

- Plays a critical role in the ongoing development, implementation and communication of a holistic Equity and Anti-Racism plan. This includes creating programs and initiatives that align with the University’s all-campus DEI Action Plan and strategic framework. Priorities are centered on infrastructure, recruitment, environment, access and engagement.
- Measures the effectiveness of URM Equity and Anti-Racism initiatives to report on progress to leadership and identify opportunities for future areas of focus.
- Works with URM leadership to embed Equity and Inclusion into employee touch-points, serving as the subject matter expert on Equity and Inclusion practices.
- Collaborates with Learning and Development to build cultural competence education programs, as well as develop staff competency and career progression pathways for underrepresented professionals.
- Supports URM Talent Acquisition’s effort to diversify the talent pool at the leadership level and provides guidance to support AAP reporting.
- Collaborates with URM Employee Relations to advance engagement programming, promoting an equitable and inclusive culture. Also supports the creation of programs to address micro and macro aggressions.

Qualifications Include:

- At least 5 years in progressive leadership roles, demonstrating proven transformational change by advancing Equity and Inclusion programs to drive real results.
- Experience working in organizations with diverse populations and cultures is required. Experience in the healthcare industry or higher education/academia preferred.
- Demonstrated mastery of Equity & Inclusion concepts and practices.
- Bachelor’s degree in Human Resources, Business, Organizational Development or other related field; Master’s preferred.

EOE Minorities/Females/Protected Veterans/Disabled

TO APPLY: Visit <https://www.rochester.edu/working/hr/jobs/>

Select “Job Search - All Other Openings” and enter job ID **224803** in the “Keyword/Posting Number” field

https://ps.its.rochester.edu/psc/PSEmployOnline/EMPLOYEE/HRMS/c/HRS_HRAM_FL.HRS_CG_SEARCH_FL.GBL?Page=HRS_APP_SCHJOB_FL&Action=U