

POSITION DESCRIPTION

Justice, Equity, Diversity & Inclusion (JEDI) Leader**OVERVIEW**

The mission of Multicultural and Identity Programs (MIP) is to cultivate an inclusive and affirming Babson community that promotes belonging for every student. In alignment with the mission and values of Babson College and Learner Success & Campus Life, the overall purpose of the Justice, Equity, Diversity & Inclusion (JEDI) leader position assists in the development of a community that is socially just and equitable for students across all social identities. JEDIs will act as a catalyst for generating socially conscious leaders who implement ET&A to uplift marginalized communities.

In collaboration with MIP as part of Advocates for Reform and Change (ARC) team, the JEDI leaders work to strengthen the student environment and advance the creation of an inclusive and affirming community by building relationships with students and conducting educational, cultural, social, and personal enrichment programs that promote dialogue, cultural awareness, intercultural knowledge and skills, and social justice principles. To this end, JEDI leaders work together as a team to educate and support each other along with fellow students and catalyze learning around many social identities.

Ability
Faith/Religion
Race
Gender
Sexual Orientation

Age
Socioeconomic Status/Class
Lifestyle/Interests
Language
Nationality/Ethnicity

Furthermore, JEDI serve as a resource to support the needs and lived experiences of our students from historically marginalized and underrepresented communities, including activities such as mentorship, problem solving, conflict navigation, and resource delivery. Underrepresented communities include, but are not limited to, Black, Indigenous, and People of Color (BIPOC); economically disadvantaged international and undocumented students; students who identify as lesbian, gay, bisexual, transgender, queer (LGBTQ+) or other marginalized sexual or gender identities; religious and/or spiritual students, and students with disabilities.

JEDI Coordinator Role

The JEDI Coordinators, a senior leadership role that advises JEDI Leaders, also works to increase the awareness, knowledge and skills of their peers in the areas of social identity development, social justice, equity, and inclusion. JEDI Coordinators will co-facilitate trainings and dialogues both during summer training and throughout the academic year.

Supervision and support of the JEDI Leader and Coordinator positions is provided by the Director of Multicultural and Identity Programs.

For additional questions regarding the role email the Office of Multicultural and Identity Programs at multicultural@babson.edu.

APPLICATION TIMELINE

January 11
Application Opens

January 31
Application Due

February 8-17
Individual Interviews

February 19
Group Process

March 5
Notification of Decision

See next page for additional position requirements.

PRIMARY RESPONSIBILITIES

- » Act as a role model and maintain a positive attitude while working to build an inclusive intercultural community
- » Serve as an advocate for students with underrepresented social identities and groups in the community by referring them to appropriate resources and campus offices
- » Meet individually with students who are experiencing concerns or issues regarding social identity, inclusion, and marginalization
- » Create and implement regularly scheduled “office hours” in the Diversity Suite to be a resource for residents
- » Develop and coordinate active and passive educational programming for the student community (including bulletin boards, posters, and social media posts)
- » Serve as a facilitator of critical dialogues with students on critical equity, inclusion and justice issues or concerns using restorative justice principles
- » Collaborate with each other to create and implement large scale community programs that further the mission of MIP and Learner Success & Campus Life
- » Partner with the Multicultural Student Leadership Council (MSLC) and the cultural student clubs and organizations to organize relevant programming
- » Plan, facilitate, and assess social justice learning workshops and education for students including critical dialogues for community engagement
- » Attend summer & winter training trainings (dates TBD), weekly JEDI team meetings (Tuesdays 6:30pm-8pm), and regular supervisory meetings
- » Assist with ongoing departmental assessment efforts

TIME COMMITMENT

- » The JEDI Leader position averages 5-10 hours per week. JEDI Coordinators will average an additional 2-3 hours per week.
- » Participate in biweekly meetings on Tuesday nights from 6:30pm-8pm
- » Attend monthly meetings with your supervisor
- » JEDI Leaders are expected to speak with their supervisor before committing to other employment
- » Other jobs must be scheduled around JEDI Leader obligations including, but not limited to team meetings, one-on-one meetings, programs, retreats, etc.

ELIGIBILITY & REQUIREMENTS

- » A passion for topics of social identity development, inclusion, equity, and social justice
- » Prior experience with social justice education, dialogue facilitation, and/or social identity development preferred
- » Demonstrated ability to be adaptable, positive and help others
- » Must be enrolled as a full-time undergraduate student
- » Maintain a 2.5 GPA
- » Adhere to Babson Code of Community Standards
- » Must attend spring and summer training sessions

BENEFITS

- » Students in this position will gain valuable leadership experience; an ability to facilitate critical conversations and dialogues around issues of social identity development, privilege, power, and allyship; facilitation and communication skills; and experience working as a team with others passionate about topics of diversity, social justice, and equity.
- » Opportunities for professional and personal development for JEDI leaders will be made available at the discretion of the Director of Multicultural and Identity Programs and may be provided at little to no additional cost to the student in this position.