



*Changing lives through the transformative power of art.*

## **Diversity Collaborative**

The Diversity Collaborative works collaboratively to advocate for and support diversity, equity, inclusion, and belonging in our community, to encourage opportunities for all members of the Idyllwild Arts Foundation to broaden their understanding of diversity, and to create systems which promote opportunities for all to grow, advance, and develop fully, both personally and professionally. The Collaborative engages community members in diversity, equity, and inclusion conversations and training; reviewing and developing policies and procedures that promote diversity, equity, and inclusion at Idyllwild Arts. The Collaborative will work to dismantle systemic structures that underpin racism, biases, and socioeconomic disparities.

We commit to the following:

- Using the AIM survey as a compass for directing the initial work.
- To ensure that the community has definitions for and shared understandings of Diversity, Equity, Inclusion, and Belonging, and uses a common language to engage in discussion.
- To promote and celebrate diversity, inclusion, and multiculturalism through a variety of mechanisms including in our art and our role as citizen artists, meaningful cultural events, workshops, trainings, curriculum development, community conversations and activities.
- To work to assess current curriculum and curricular resources for bias, and to develop new and expanded curriculum in order to ensure that students are engaged with a depth and breadth of topics, thinkers, and artists.
- To provide all members of the community with a supportive space and the tools to learn about, discuss, and ask questions about issues and topics related to diversity, equity, inclusion, and belonging.
- To facilitate communication among all members of our community through discussions of challenges, questions, and issues and through the search for understanding and agreement when it comes to IAF community values and intentions.
- To collaborate with our community members, which includes: faculty, staff, students, parents, alumni, trustees, and board in the ongoing pursuit of evolving and growing an inclusive and diverse school environment.
- To spearhead the development and implementation of schoolwide anti-bias policies.
- To create pathways for employee professional growth and promotion.
- To create accountability for the implementation of IAF's diversity and inclusivity goals.

The Diversity Collaborative is composed of 12- 15 members of our community, and includes staff(1), faculty(2), administrators(1), trustees(1), students(2), parents(1), and alumni(1). (Minimums membership). Our diverse and passionate group meets on a monthly basis to advance IAFs diversity, equity, inclusion and belonging agenda and goals. The President and Head of School sit on this collaborative in an ex-officio, non-voting role. Diversity staff are also standing members of the collaborative; Currently this includes the Diversity Enrollment and Retention Coordinator.

**Office of the President**

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While all are welcome to apply, we encourage members of underrepresented groups to apply for the below positions, understanding that individuals who have lived experience in biased systems and structures bring a unique perspective to this work.

**Members of the Diversity Collaborative:(volunteer; 1 and 2 year terms which can be reapplied for)**

- Commit approximately 5 hours each month to committee meetings and work. Some summer work may be necessary.
- Agree to participate in training that equips them to lead community-wide conversations about diversity, equity, inclusion, and belonging, and bring resources back to the community.
- Promote ideas and events to further the spirit of diversity, equity, inclusion, and belonging.
- Provide support in identifying, reviewing and implementing curricula, instructional practices, initiatives, and efforts that best support all students.
- Promote participation in all activities supporting diversity in our school community.
- Share diversity information with and offer programs to parents and community.
- Gather and assess feedback and data related to DEIB.
- Research and/or develop and share DEIB resources for faculty and staff.
- Partner with school leadership to promote diversity in hiring, recruitment, and retention.
- To keep and share minutes and records with the broader school community.

Members of the diversity Collaborative should:

- Be committed to creating safe spaces for growth and development.
- Be able to put their own opinions aside to hear and affirm others; to call in rather than calling out.
- Be willing to engage in discussions and experiences that might be uncomfortable. Be willing to learn from these experiences.
- Demonstrate acceptance and appreciation of those with diverse and varied backgrounds, ideas, and perspectives.
- Be committed to an inclusive environment.
- Demonstrate the ability to recognize and address in oneself and others issues of equality, human rights, socio-economic status; including bias, discrimination, and aggression to prevent and reduce oppression.
- Be willing and able to engage with, hear from, and respond to questions from colleagues and community members about the work of the committee.

**Chair of the Diversity Collaborative:(stipend 3 year position - not a stipend if senior leader)**

Commit approximately 12-15 hours each month to committee meetings and work.

- The chair of the diversity Collaborative leads the Collaborative, acting as the liaison between the Collaborative and the other members of the school community. The chair will be well-versed in issues related to diversity, equity, inclusion and belonging, and will have done substantive work in this area.
- This individual must maintain a climate hospitable to growth, creativity, collegiality, respect, diversity, and inclusion. He/She/They must also engage in regular consultation with colleagues and community members about matters relating to DEIB, as well as seeking student collaboration on these matters.

In addition to the items listed for members of the Collaborative, the chair of the diversity Collaborative:

- Will plan, prepare for, and lead/facilitate the regular Collaborative meetings.
- May sometimes join department chair, leadership, board, and student affinity group meetings.
- Works to identify areas for growth and to develop programs and initiatives to address these areas for growth.
- Networks with other diversity directors from other schools/institutions within the state to identify best practices and to stay abreast of any developments in the area of diversity.
- Coordinates efforts in developing diversity initiatives that can serve as models for other institutions.
- Continues to grow their understanding of diversity, equity, inclusion, and belonging, and to participate in webinars and trainings.

To apply to be a member of the Collaborative, please answer the following questions: Your answers can be written or taped. While not required, feel free to include any artistic piece that might also support your application.

1. Why are you interested in being a member of the Diversity Collaborative?
2. What unique skills, abilities, and experiences do you bring to this work?
3. For what term length are you applying?
4. Do you have any concerns about taking on this role?
5. In your opinion, how do you see DEIB work as applied to the arts? What differences can you identify between traditional schools versus the arts centered education? How will this impact your DEIB work?

To apply to be Chair of the Collaborative, please answer the following questions:

1. Why are you interested in being a member of the Diversity Collaborative?
2. What unique skills, abilities, and experiences do you bring to this work?
3. What sort of leader are you? Describe your approach to leading. How will you face challenges in leading difficult work?

4. What knowledge, training, and experience do you have in working to create diverse, equitable and inclusive environments? Please describe a situation that involved diversity, equity, inclusion, and belonging, and explain how you navigated this challenge.
5. Do you have any concerns about taking on this role?

**Applications for these roles are due by March 17<sup>th</sup>**

**Applications should be submitted to [deib@idyllwildarts.org](mailto:deib@idyllwildarts.org)**