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## MIDWIVES COLLEGE OF UTAH

M I D W I F I N G M I D W I V E S

The Midwives College of Utah, as an institution of higher education and a community of scholars and midwives, affirms its commitment to eliminating discrimination and discriminatory harassment and providing equal opportunity for all. The incumbent in this job is expected to assist the College in achieving its mission to build midwives of technical expertise, professional excellence, and personal greatness in a distance education platform. MCU's method for building Midwives of Excellence® is to meld professional and leadership education. The Midwives College of Utah (MCU) is a distance-education, direct-entry midwifery program accredited by the US Department of Education through the Midwifery Education Accreditation Council.

**About Us:** MCU offers a flexible **remote work** environment and prides itself on its culture of collaboration. We strive to advance cultural humility, diversity, and inclusivity at MCU and in the midwifery profession.

**Position Title:** Director of Justice, Equity, Diversity, and Opportunity

**Summary:** We believe that a diverse community contributes to the vitality and excellence of the educational experience. It is essential that future midwives have exposure to dimensions of diversity that include, but are not limited to, differences in race, ethnicity, religion, age, sexuality, physical abilities, sexual identities, and geography.

The Director of Justice, Equity, Diversity, and Opportunity (JEDO) supports the institution in achieving actions and initiatives that are aligned with the Midwives College of Utah's [equity and](#)

[social justice efforts](#) to decrease evident inequities among underserved communities and ensure that inclusiveness is a habit that is implemented and consistently practiced throughout the College. MCU strives to take explicit action to improve the profession's diversity and implement educational and clinical experiences committed to cultural humility, social justice, and health equity so that all birthing families can access midwifery care.

**Position Classification:** Non-Exempt

**Reports to** Vice President of Student Success & Institutional Equity

**Hours:** 8 hours per week

**Salary/Rate:** \$27 as per the Employee Agreement

### **Minimum Qualifications**

- Requires any combination of education and experience equivalent to graduation from an accredited college or university with a bachelor's degree in human resources, educational management/leadership, Cultural and/or Ethnic Studies, organizational development, Intercultural Communication, behavioral sciences, or a closely related field
- At least two years of experience leading social justice and/or diversity, equity, and inclusion initiatives at an institutional level

- Demonstrated knowledge of contemporary issues in reproductive justice, midwifery care, and best practices that inform and address the disparity within the U.S. healthcare system
- Demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, ethnic, and disability backgrounds of college students and employees
- Two years of experience using digital communication, project management technologies, and familiarity with systems such as Google Workspace, Microsoft Office systems, and Dropbox file hosting service
- One year of experience working in a distance or telecommuting work environment

### **Preferred Qualifications**

- Master's degree in human resources, educational management/leadership, Cultural and/or Ethnic Studies, organizational development, Intercultural Communication, behavioral sciences, or a closely related field
- More than two years of progressively responsible experience leading diversity, equity, inclusion initiatives, and reproductive justice issues in America
- At least two years of experience in higher education administration
- Demonstrated conflict mediation experience

### **Knowledge, Skills, Abilities, and Characteristics**

- Demonstrate a commitment to social justice, equity, and anti-oppression
- Exhibit the ability to educate, advocate and foster a culture of inclusion at MCU through leadership, collaboration, and influencing skills
- Demonstrate excellent interpersonal and communication skills, including written, oral, listening, and presentation skills
- Demonstrate the ability to work effectively in a fast-paced environment with deadlines and multiple viewpoints
- Exhibit strong analytical skills and the ability to synthesize information and data
- Exhibit knowledge of learning management systems, data systems, Dropbox file hosting service, and all Microsoft Office systems

### **Staff Position Duties and Responsibilities**

- Acquire knowledge of college policies, procedures, and programs and exemplify the [College's culture and mission](#)
- Serve as a member of the Student Success & Institutional Equity leadership team, guiding institutional strategic directions and collaborating on equity, anti-oppression, anti-racism, and social justice efforts at the College
- Work proactively with the executive leadership team and partner with the Director of BIPOC Midwifery Impact, Director of Compliance, Director of Student Services & Advising, and other stakeholders to review and advance equity-focused policies and practices
- Lead the conceptualization, planning, implementation, and evaluation of diversity, equity, and inclusion strategies, programs, and initiatives
  - Provide a greater understanding of the larger context of systemic oppression and

how it manifests in racial and ethnic disparities in access and outcomes for childbearing families

- Evaluate the short- and long-term impact of MCU's diversity, equity, and inclusion strategies, programs, and initiatives
  - Reinforce the importance of practice, making mistakes and learning from them, and seeking additional self-knowledge
- Create systems to respond promptly to student/staff/faculty needs as they relate to reproductive justice, equity, diversity, and inclusion
- Develop and execute professional development strategies centered around DEI frameworks (i.e. implicit bias, restorative justice, etc.) that will be delivered to staff, faculty, and students
- Exemplify the ability to focus on solving conflict with courageous conversations and an outward mindset; listen and seek clarification when needed
- Ensure support of the student's emotional well-being and apply an equity lens to the committee(s) decision-making processes,

### **About the College**

MCU is a distance-education, direct-entry midwifery program accredited by the US Department of Education through the Midwifery Education Accreditation Council and approved for Title IV funding.

The MCU distance education curriculum and locally based clinical placement are firmly grounded in the unique and profound power of the Midwives Model of Care™ as a primary pathway for improving outcomes and eliminating disparities for families during the childbearing year. MCU fulfills its mission by meeting the following institutional goals:

- offering a bachelor's degree to prepare individuals for career opportunities to practice as a direct-entry midwife who provides primary care to birthing families;
- offering a master's degree to prepare individuals to be midwifery leaders in the maternity care landscape;
- providing curriculum core competencies and student support services that provide opportunities to acquire knowledge, skills, and philosophical approaches compatible to the practice of midwifery informed by complementary and alternative medicine and evidence-based education organized within five broad, interrelated categories:
  - Specialized Knowledge
  - Broad and Integrative Knowledge
  - Intellectual Skills
  - Applied and Collaborative Learning
  - Civic and Global Learning;

- nurturing a culture of collaboration as we continually strive to advance cultural humility, diversity, and inclusivity at MCU and in the midwifery profession;
- creating opportunities for students to effect global social change through developing and applying leadership skills.

**Midwives College of Utah is guided by a social justice and equity framework.** We are a committed ally to all underrepresented individuals and families who seek access to midwifery care or who strive to become midwifery providers within their communities. Through collaboration and humble listening, we will continually strive to remove existing barriers to recruitment, retention, support, and success at MCU and advance our program and profession in achieving inclusivity, cultural humility, and health equity. In doing so, we hope to broaden the reach and benefits of midwifery care for all families and effect widespread social change in the midwifery profession. Please read the following documents to learn more about our commitments to health equity, anti-oppression, and culturally safe care:

[Equity & Social Justice Position Statement](#)

[Equity and Social Justice Agenda, Actions & Initiatives](#)

### **Non-Discrimination Policy**

The Midwives College of Utah, as an institution of higher education and as a community of scholars and midwives, affirms its commitment to eliminating discrimination and discriminatory harassment. MCU is committed to providing equal opportunity and access and complying with all applicable federal and state of Utah laws and regulations and MCU's [Non-discrimination Policy](#).

**Application Process** Send a resume and cover letter as one .pdf to [studentsuccess@midwifery.edu](mailto:studentsuccess@midwifery.edu). Applications accepted until June 9, 2023.