

DIRECTOR OF DIVERSITY, EQUITY, AND INCLUSION SEARCH

LATIN SCHOOL OF CHICAGO

Chicago, Illinois

latinschool.org

Start Date: July 2026

LATIN
SCHOOL of CHICAGO



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Latin School of Chicago provides its students with a rigorous and innovative educational program in a community that embraces diversity of people, cultures, and ideas. Latin inspires its students to pursue their passions and lead lives of purpose and excellence.

Vision

Our vision for educational excellence is to reinforce the value of an exemplary liberal arts education that makes learning inquiry-based, personal, and inclusive. Our approach expands each Latin Learner’s capacity for purposeful learning—whether in our school, our city, or our world.

At a Glance



Established
1888



Total enrollment
1,190



Total faculty
154



Student/teacher ratio
9:1



Students of color
46%



Financial aid awarded
\$5.6M



Faculty with advanced degrees
86%

Upper School enrollment: 512
Middle School enrollment: 300
Lower School enrollment: 378
Zip codes represented: 70
Faculty of color: 22%

Students receiving aid: 12.5%
Endowment: \$82M
Annual operating budget: \$65M
Student-run activities and clubs: 79
Athletic teams: 60+



Overview

A nationally recognized leader in independent school education, Latin School of Chicago is seeking an experienced and collaborative practitioner and leader to become its next Director of Diversity, Equity and Inclusion.

Latin is a coeducational day school, serving 1,190 students in junior kindergarten through twelfth grades. Latin boasts a vibrant community that comprises 154 faculty and approximately 6,000 living and active alums. Founded in 1888, Latin is one of the oldest independent schools in the city of Chicago, and provides its students with a rigorous and innovative liberal arts educational program. Latin inspires its students to pursue their passions and lead lives of purpose and excellence.

Latin's shared values of excellence, community, and integrity affirm and define the community. They serve as guideposts for all that the school does, and connect the community - students, teachers, parents and alumni - to each other and to Latin. Additionally, the diversity, equity, and inclusion initiatives at Latin School of Chicago play a crucial role in fulfilling the key aspect of the strategic plan that is focused on cultivating "...a more inclusive and supportive climate for all constituents." These efforts are aligned with the goal of empowering all individuals within the school community—especially those who have been historically marginalized—to have a voice and thrive.

Latin is committed to cultivating a culture that is welcoming, inclusive, and promotes a strong sense of belonging. It is also committed to advancing this important goal through its curriculum. Latin accomplishes this by providing its students with opportunities for observation and self-reflection, exposure to diverse perspectives, and access to immersive learning experiences that enable them to better understand themselves, each other, and the world around them.

Latin is seeking a Director of Diversity, Equity and Inclusion who will build on its ongoing efforts to create an inclusive school culture that cultivates a strong sense of belonging among community members. These efforts are supported in the current academic year by consultants from Pollyanna, who, among other efforts, are conducting an equity audit that will provide data and direction for the Director of Diversity, Equity, and Inclusion starting in July 2026. The position reports to the Assistant Head of School and features a blend of direct responsibilities as well as shared ownership with other constituents who are part of the Latin community.



Opportunities and Challenges

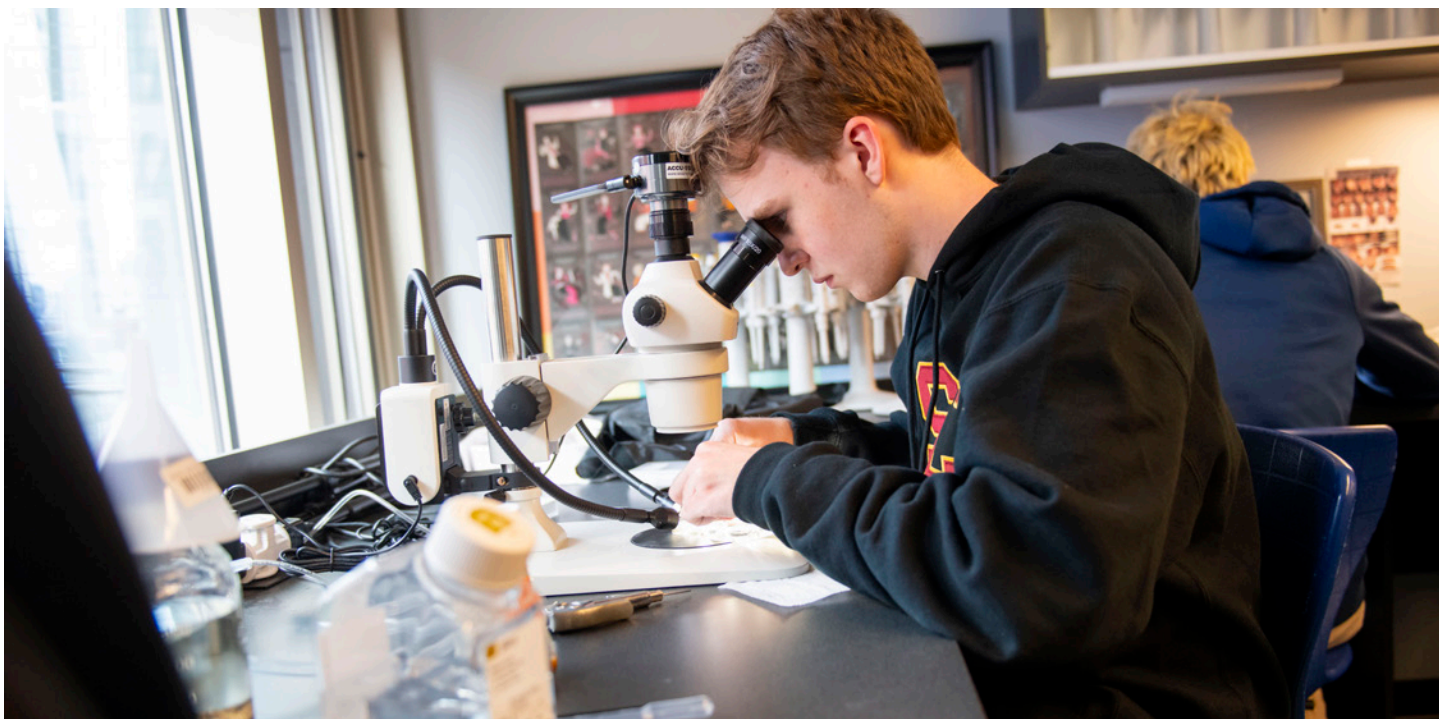
The Director will collaborate widely and lead the school's day-to-day and strategic work as follows:

Visioning & Strategic Advising

- Develop shared language, understandings, and commitments among the school's core constituencies to support the inclusion and belonging work outlined in the 2025-2029 strategic plan.
- Empower the school's forward momentum by creating effective and known systems and structures to ground the school's practices and decision-making.
- Integrate the school's inclusion and belonging work in all aspects of the school's programs and functions.
- Build upon the school's 25/26 academic year collaboration with Pollyanna, including advancing work in response to the currently underway equity audit.
- Lead the development and partner on the implementation of policies, procedures and programs around cultural competency, with an emphasis on inclusion and belonging.

Stakeholder Engagement: Professional Development & Student & Parent/Guardian Education

- Invest in a deep, spiraled and differentiated professional development program for Latin's professional community, focused on building capacity and a shared sense of responsibility in service of their daily work with students, parents and caregivers, and colleagues as well as the school's strategic vision.
- Work with divisional leadership, including the divisional diversity coordinators, to identify targeted annual goals for inclusion and belonging work and programming.
- Partner with the Parents' Association to further its work in support of parent and caregiver engagement, coordinate with the Parents' Association DEI Liaison for affinity parent programming and build the capacity of those leading affinity groups.
- Advise and help cultivate cross-cultural and identity-based programming such as affinity groups for students, employees and parents/guardians.



Key Responsibilities and Essential Functions:

People, Program & Policy Work

- Develop systems and programs that affirm students' identities and empower them as community members.
- Partner with the Enrollment Management Office on the recruitment of a diverse and inclusive student and family body.
- Assist in recruiting, hiring, and retaining faculty and staff in support of a diverse and inclusive school community.
- Strengthen engagement with families and other community members, fostering an inclusive atmosphere, and providing educational opportunities to increase understanding across diverse backgrounds.
- Manage Latin's efforts about educating the community regarding Difficult Dialogues.
- Be an active, visible, and engaged presence within the overall life of the school by supporting an inclusive environment that welcomes and celebrates students, faculty, staff, families and alumni.
- Work with faculty to develop and implement anti-bias and social justice practices in the classroom and throughout the school. Partner with faculty to integrate DEI principles into curriculum and pedagogy across all grade levels.
- Other duties as assigned.

Qualifications and Personal Attributes

Compelling and competitive candidates will possess the majority of the following:

- A Bachelor's degree and a significant demonstrated commitment to their ongoing professional learning in diversity, equity, and inclusion is required, a Master's degree in an area related to the role's core functions is preferred;



- Five or more years of successful experience leading institutional change efforts related to diversity, equity and inclusion initiatives and programming, ideally in a JK-12 educational setting;
- A relational leader who enters new roles and communities focused on listening, learning and building trust;
- Possessing humility, courage, and high levels of emotional intelligence and resilience, knowing that equity and inclusion work is inherently challenging and human-centered;
- An ability to engage authentically with students across the JK-12 spectrum and keep their needs at the center of the school's inclusion and belonging work;
- An orientation toward calling the school's adult communities into the school's inclusion and belonging work while holding them accountable to the school's commitments and values;
- An exceptional and strategic communicator capable of speaking with clarity and nuance in one-on-one, small group, and large group settings and writing for the full range of constituencies and occasions;
- A thoughtful collaborator who supports and makes space for their partners to grow in their shared leadership of equity and inclusion;
- An organized and fully engaged leader, capable of advancing strategic level work while managing the fast-paced and complex demands of day-to-day equity and inclusion work in a large and urban independent school environment;
- A creative and agile problem solver who possess a high level of self-awareness, including a clear-eyed understanding of their strengths and growth edges, needs for support, and avenues for self-care;
- Must be authorized to work in the United States.

Learn More

Click on the links below to learn more about Latin School of Chicago.

[School Website](#)

[School History](#)

[Strategic Plan](#)

[Diversity, Equity, and Inclusion](#)

[Portrait of a Latin Learner](#)

[College Matriculation](#)

[About Chicago, Illinois](#)



To Apply

Interested and qualified candidates are invited to contact the consultants 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 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) to:

Chris Boyle

Consultant

chris.boyle@carneysandoe.com

Brandon Jacobs

Consultant, DEIB Practice Group Leader

brandon.jacobs@carneysandoe.com

The full-time salary range for this position is \$145,000-\$155,000. The starting salary is based upon, but not limited to, several factors which include years of experience, education background, and expertise.