



## **Job Description Functions and Statement to Include for Diversity, Equity & Inclusion**

***Use one of the following Diversity Statements as a part of the job summary that is located at the beginning of the job description:***

- The School of Social Work is committed to creating an accessible, supportive environment and an educational experience that recognizes diversity and cultural competence as integral components of academic excellence. Candidates who can contribute to that goal are encouraged to apply and to identify their strengths in this area.
- The School of Social Work is committed to building a culturally diverse educational environment, with a focus on diversifying the faculty. We are seeking faculty who can teach in these and other areas while contributing to the diversity and excellence in our programs and courses through their research, teaching and service.
- The School of Social Work is deeply committed to a community of excellence, equity, and diversity and welcomes applications from women, underrepresented minorities, persons with disabilities, sexual minority groups, and other candidates who will contribute to the diversification and enrichment of ideas and perspectives.
- Diversity, Equity and Inclusion are core values of the School of Social Work. We believe that the educational environment is enhanced when diverse groups of people with diverse ideas come together to learn. Applicants whose work incorporates a global perspective and a demonstrated commitment to issues of diversity in higher education are particularly encouraged to apply.

***Incorporate 3 to 5 of the following phrases within each job description (how many will depend upon the position):***

- Experience working directly with people from diverse racial, ethnic, and socioeconomic backgrounds.
- Strengthens the School of Social Work's climate for diversity, equity & inclusion.
- Demonstrates and supports a culture of diversity, equity and inclusion.
- Demonstrates skill in understanding of cultural differences.
- Demonstrates a commitment to diversity, equity and inclusion.
- Promotes diversity, equity and inclusion activities.
- Employs anti-racist practices and principles to accomplish work.
- Incorporates an anti-racist and anti-oppressive lens into social work practice.
- Ability to serve as an advocate for individuals of all ethnicities, genders, ages and backgrounds.
- Understands the specific experiences of historically marginalized racial groups in the U.S., particularly Black, Indigenous, and Latinx groups.
- Passionate about working in an organization that values and promotes diversity, equity, inclusion and anti-racism.

### **Sample Job Description Highlighting DEI Functions & Statement Cont.**

- Experience related to serving individuals from historically oppressed populations.
  - Experience working with diversity, equity and inclusion programs.
  - Ability to cultivate and develop inclusive and equitable working relationships with students, faculty, staff and community members.
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- Supports and enhances a sense of belonging and success of students from traditionally marginalized populations.
  - Demonstrates an understanding of diversity, equity, inclusion and anti-oppression concepts and issues, especially as they apply to agency recruitment, placement and teaching.
  - Embraces and actively promotes an inclusive and equitable work environment.
  - Teaches using equitable and inclusive pedagogy.
  - Strong knowledge of diversity, equity, inclusion, anti-racism, anti-oppression and social justice.
  - Experience incorporating the perspectives of multiple communities, including communities of color.
  - An understanding of the concepts of institutional and structural racism and their impact on underserved and underrepresented communities.

#### ***EEO Statement- This statement must be included at the end of each job description***

*The University of Maryland is an Equal Opportunity, Affirmative Action Employer. The School of Social work is dedicated to building a culturally diverse faculty and staff committed to teaching and working in a pluralistic environment. We encourage applications from women, minority groups, veterans and people with disabilities.*



## Sample Job Description Highlighting DEI Functions & Statement

### SAMPLE CLINICAL INSTRUCTOR JOB DESCRIPTION

*(Highlighted items represent an example of information that has been incorporated from the above document)*

The University of Maryland School of Social Work (SSW) is accepting applications for a Clinical Instructor. This full-time, 12-month non-tenure track faculty position is responsible for leading field instruction for graduate students and implementing the Family Network (FN) program in collaboration with families and community agencies. This multi-year project, operating under the Community Outreach Program (COP), develops and implements community-based family strengthening services that support vulnerable families in achieving safety and well-being.

The FN is a community mental health program, engaging in a variety of service interventions, research activities, teaching and learning collaboratives. It includes initiatives that inform policy development related to the negative effects of disinvestment and structural segregation in Baltimore City. The design of the program emphasizes the need to partner and collaborate with families. This involves meeting with families in their homes and other community settings with a focus on engagement and re-engagement throughout the work. Intervention strategies are comprised of individual, family and group modalities that enhance family cohesion and strengthen relationships with a particular focus on the families' capacities to provide safety and well-being for every member.

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The below information outlines the essential functions, qualifications and desired skills of the position.

#### Essential Functions:

- Provides direct clinical interventions for West Baltimore families enrolled in the Family Network (FN). Adheres to the principles and interventions prescribed by the model and those that pertain to the Trauma Adapted Families Network (TA-FN).
- Participates in the planning and implementation of intern education activities that include collaboration with the Title IV-E Public Education for Child Welfare Program and the functions related to the TA-FN.
- Participates in the development of clinical programs and intervention strategies including staff development and inclusion of evidence supported models.
- Participates in activities related to a family-oriented trauma practice. Including conducting trainings in implementation of the models; conducting seminars for child welfare workers and interns regarding trauma informed practice and conducting trauma informed family practice seminars for Community Outreach Program (COP) students.
- Participates in COP program activities including those based on program principles, development of the strategic plan and regular organization meetings.
- Conducts other duties as assigned.



## Sample Job Description Highlighting DEI Functions & Statement Cont.

### Required Qualifications:

- Three years post- Masters in Social Work
- Minimum licensure - LGSW
- In-depth knowledge and experience in trauma responsive children and family service programs

### Knowledge, Skills and Abilities:

- Experience working directly with people from diverse racial, ethnic, and socioeconomic backgrounds.
- Experience in trauma responsive services and related program development, implementation and evaluation.
- Ability to cultivate and develop inclusive and equitable working relationships with students, faculty, staff and community members.
- Demonstrated skill in understanding of cultural differences.
- Knowledge and experience about family-focused, home based clinical services to families with children in urban environments exposed to trauma and racial injustice.
- Knowledge and experience about clinical services for children exposed to maltreatment, individuals with substance use disorders, and children with behavior and learning problems.
- Knowledge and experience about community network development and maintenance.
- Knowledge and experience in social work graduate education, child welfare is preferred.

### Travel and any other Special Conditions/Requirements:

Travel required working with families and collaborating partners in the local community. In-state and out-of-state travel may be required to grantee and network meetings. Travel for training and consultation required.

The SSW is committed to a racially and culturally diverse faculty and student body. The SSW provides an intellectually exciting, collegial, and supportive faculty environment that fosters interdisciplinary research and interprofessional teaching. The position will remain open until filled. Salary is commensurate with qualifications. The position is anticipated to start during the Fall/Spring. Candidates should include the following with their application: (1) Cover Letter (2) Resume (3) Professional References (Include name, current affiliation, email address and telephone number).

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