

Vice Chair for Diversity, Equity, and Inclusion (VC-DEI)

SUMMARY: The Vice Chair for Diversity, Equity, and Inclusion (VC-DEI) is responsible for ensuring that all DOS DEI efforts are clearly defined and measured and will provide oversight and direction of DEI initiatives across all areas of the Department of Surgery, including clinical, research, education, faculty affairs and administration. The VC-DEI will be responsible for aligning DOS efforts and operations with BWH/BWPO DEI standards and will ensure that outputs from institutional/departmental DEI efforts are infused, as applicable, into daily departmental operations and planning. This role will work to expose biases in our current systems and processes, actively challenging the status quo in pursuit of continued improvement, while also offering consultations for specific issues or questions, or providing insights into DEI matters, as needed. The VC-DEI will promote DEI across the DOS and work to infuse it into daily thinking. The scope of this role will include matters relating to faculty, trainees, patients and staff, including education, communication, recruitment and retention. Appointment as an Assistant or Associate Professor level at the Harvard Medical School will be commensurate with experience, training, and achievements in addition to teaching activities. The VC-DEI role is full time with 50% dedicated to the VC-DEI work.

QUALIFICATIONS: The VC-DEI should be an established surgeon with skills and interest to work with the DOS, multiple other clinical and non-clinical hospital departments, and the hospital administration to guide both departmental and enterprise-wide planning, implementation, and evaluation for advancing diversity, equity and inclusion. The VC-DEI must be an experienced leader and a capable and responsible administrator with the ability to proactively seek out and address opportunities to advance DEI in the DOS and at BWH. A demonstrable track record contributing to measurable progress in advancing diversity, equity and inclusion in the context of clinical care; recruitment and retention; and education, as well as expertise and specific training on conflict resolution or similar areas is preferred.

Brigham and Women's Hospital and the Department of Surgery are committed to ensuring our diverse community feels welcome, cared for and valued. Candidates who have experience working with a diverse range of faculty, staff and patients, and who can contribute to the climate of inclusivity are encouraged to identify their experiences in these areas.

We are an equal opportunity employer, and as such all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, gender identity, sexual orientation, pregnancy and pregnancy-related conditions or any other characteristic protected by law. Women and minorities are encouraged to apply.

A selection committee, headed by Dr. Zara Cooper, the Michele and Howard J. Kessler Distinguished Chair in Surgery and Public Health and director of the Center for Surgery and Public Health at Brigham and Women's Hospital, will be reviewing all applications. Interested candidates should submit their curriculum vitae and a letter of interest by email to Dr. Gerard M. Doherty, chair of the Department of Surgery at Brigham and Women's Hospital, at the following address: surgeryfacultyaffairs@bwh.harvard.edu.