

# KOYA

LEADERSHIP  
PARTNERS



## SAINT IGNATIUS

*Cleveland • Jesuit • 1886*

Vice President, Diversity, Equity  
and Inclusion

Vice President, Diversity, Equity and Inclusion  
Saint Ignatius High School  
Cleveland, Ohio

## ABOUT SAINT IGNATIUS HIGH SCHOOL

Saint Ignatius High School ("Saint Ignatius") is a highly successful Jesuit college-preparatory high school for young men in Cleveland, Ohio. The school is known locally, as well as nationally, as a leader in educational excellence. At graduation, students will be open to growth, intellectually competent, religious, loving, and committed to work for peace and justice.

Academically, Saint Ignatius prepares all of its students to think critically and to develop the knowledge and skills they need for college and beyond. It is a regional and state leader in National Merit finalists and Advanced Placement scholars. To challenge students and prepare them for college, the Saint Ignatius curriculum offers 17 Advanced Placement (AP) and 21 honors subjects. Nearly 100 percent of Saint Ignatius students go on to four-year college programs at universities across the United States and beyond. The U.S. Department of Education has designated Saint Ignatius a Blue-Ribbon school.



As important as academics are, the spiritual program of the school is an essential characteristic that sets Saint Ignatius apart. While respecting all faith traditions, Saint Ignatius is a Catholic high school defined by Jesuit spirituality. A solid four-year theology program, annual retreats, frequent liturgies, and opportunities for service to those in need are mainstays. Faith in Jesus Christ and a commitment to the Catholic faith provide the backdrop against which academics, athletics, and social growth must take place.

Saint Ignatius High School opened its doors in 1886 to serve Cleveland's burgeoning immigrant population. In recent years, Saint Ignatius embraced anew its history as a school committed to the city and its every-changing population. Today that commitment proceeds on the belief that greater diversity and inclusion benefits everyone within an effective and just school. Saint Ignatius remains vibrant by being open to a changing world with its problems as well as its opportunities, yet faithful to its academic traditions, the gospel message upon which it was established, and its motto: "Men for Others," after the Man-for-Others, Jesus Christ.

As a **Catholic School in the Jesuit tradition**, Saint Ignatius has been educating Men for Others for over 130 years. A Saint Ignatius education prepares students to become competent, concerned and socially responsible members of their communities. With a motto of Men for Others, there is a prime concern for the development of Christian values among all students. Part of the Saint Ignatius student experience includes the promotion of faith in the service of justice. With 20 programs composing the Christian Action Team, students perform, on average, more than 15,000 hours of non-required service annually.

Jesuit schools are known throughout the world as places where people are believed in, honored and cared for; where the natural talents and creative abilities of persons are recognized and celebrated; where individual contributions and accomplishments are appreciated; where everyone is treated fairly and justly; where sacrifice on behalf of the economically poor, the socially deprived, and the educationally disadvantaged is commonplace; where all stakeholders find the challenge, encouragement and support needed to reach their fullest potential for excellence; where all community members help one another and work together with enthusiasm and generosity, attempting to model concretely in word and action the ideals the school upholds for its students, faculty, staff and administrators.

Saint Ignatius enrolls more than 1,500 young men who hail from 96 cities in a nine-county region. Thanks to generous alumni and benefactors, nearly 50 percent of Saint Ignatius students receive some form of tuition assistance.

Located in close proximity to downtown Cleveland in the vibrant and energetic Ohio City neighborhood, the school occupies 23 acres and includes 19 buildings and three athletic fields.

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Saint Ignatius has 120 faculty members, 90 percent of whom hold advanced degrees. Fifty-seven percent have spent 10 years or more teaching at Saint Ignatius.

For more information about Saint Ignatius, please visit [www.ignatius.edu](http://www.ignatius.edu).

## THE OPPORTUNITY

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Saint Ignatius is seeking a Vice President, Diversity, Equity and Inclusion (“VP”) to champion and advance Saint Ignatius’ diverse and inclusive culture through innovative programs, admissions, marketing, leadership and mentoring initiatives. The VP will have a primary focus on the needs of the student population as Saint Ignatius’ strategy of cultural transformation unfolds.

Reporting to and partnering with President Raymond P. Guiao, S.J. ’82, this leader will work collaboratively with all administration, faculty and staff to create the vision for equity and inclusion at Saint Ignatius in alignment with the Jesuit tradition. This vision will seek to inspire all members of the school community to incorporate a commitment to peace, justice, growth and positive change into every aspect of their work.

This focus on students, their potential and their pathways will serve as a key pillar of the world-class education Saint Ignatius offers and a powerful example for other Jesuit schools, as well as the surrounding community.

In partnership with Fr. Guiao and the broader Saint Ignatius community, the VP will foster a climate and culture at Saint Ignatius that supports growth and development, success, access, and opportunity for every member of the community. The VP serves as the primary driver to create an atmosphere and culture that is attractive and welcoming to all students, with particular focus on students of color who have historically been underrepresented in Saint Ignatius’ student population.

Tasked with providing a comprehensive strategic and operational vision for leveraging the diversity among staff, faculty, students, administration, and alumni as an organizational benefit, this role will partner with leadership and admissions to help create a culture of trust and comfort where different perspectives are honored and valued.

This role will spearhead a period of transformation in the Office of Diversity, reviewing and redesigning resources, structure and support as needed.

Key responsibilities for this leader include:

### Students

- Working with the Principal and Assistant Principals for Academics, Faculty Formation, Student Life and Student Discipline as well as the Director of Athletics and Coaches to ensure policies are respectful of all students and are applied consistently and appropriately, recognizing cultural differences and backgrounds;
- Becoming a trusted advocate and coach for cultural awareness, competency and change in the everyday life of the school through formal and informal interactions with students, as well as parents, faculty and staff.
- Partnering with the Director of Admissions and Director of Marketing to ensure messaging and related materials convey a message of inclusiveness;
- Developing strong relationships with target area elementary schools to help their students to understand the culture of inclusiveness at Saint Ignatius;
- Visiting schools, visiting prospective students and their families and participating in key admissions events;
- Serving as an active participant on the Admissions Committee and playing a key role in Freshman Orientation, Open House, Admissions Testing and other events;
- Developing strong relationships with current and prospective students to ensure their success in a welcoming environment;
- Developing and leading programs for students of color, focused on ensuring their experience at Saint Ignatius is academically, socially and culturally fulfilling, enjoyable and fun;

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- Developing initiatives and engaging outside organizations to help foster a deep engagement and understanding with the entire student body of the importance and value of a diverse and inclusive school community;

**Hiring, Faculty and Staff**

- Developing strong relationships with faculty and staff to partner with them in growing our culture of values that welcome all;
- Working with the Director of Human Resources to ensure hiring policies and practices provide open doors for people of color, women and all backgrounds and cultures;
- Providing leadership in educating all stakeholders about inclusion and the potential for growth inherent in a diverse school community;

**Other**

- Working with the Principal of Welsh Academy to ensure the curriculum and associated programs are optimized for all students so they are fully prepared to join Saint Ignatius High School in the ninth grade;
- Providing leadership and resources to ethnically diverse alumni and serving as an effective liaison between ethnically diverse alumni and school administration;
- Supervising, mentoring and empowering the Office of Diversity;
- Serving as an active member of the Saint Ignatius Cultural Transformation Committee as a subject matter expert and experienced advisor to allow the Committee to prioritize and address necessary initiatives and change across the organization;
- Facilitating the Multicultural Student Union and Multicultural Parent Group; and

**REACHing MAGIS Grade School Program**

- Overseeing the REACHing MAGIS Grade School Program and working with the Office of Diversity to align strategy and operations with broader Equity and Inclusion initiatives throughout Saint Ignatius High School.

## CANDIDATE PROFILE

The ideal candidate will have the following professional and personal qualities, skills and characteristics:

**Champion for and Advocate of Diversity, Equity and Inclusion**

The VP will come to Saint Ignatius with deep expertise and proven results in diversity, equity and inclusion (DEI) and a rich understanding of strategies that support cultural transformation. Equipped with a multi-faceted understanding of the evolving DEI landscape and best practices, the VP will help Saint Ignatius and its community develop a shared language and tools to promote diversity, inclusion and engagement. The VP will have a thoughtful, empathic approach to DEI and will be known as an active listener and responsive leader throughout the throughout school community. A resourceful coach and capable facilitator, the VP will have the ability to motivate others to action in support of a more diverse, equitable and inclusive environment. The VP will be energized by the prospect of leading the school in developing awareness, comfort and confidence to address equity.

**Relationship Builder and Collaborator**

Critical to success in this role, the VP will be skilled at building and sustaining excellent relationships in the community with both adults and students. The VP will be a natural partner with a demonstrated ability to connect, build bridges and encourage respect and understanding. The VP will work to develop relationships, identifying and leveraging opportunities for the benefit of the school. As an engaged and supportive leader, the VP will have a track record of motivating and inspiring others to achieve impact through creativity and by leveraging individual strengths to meet strategic goals. The VP will have demonstrated leadership in mentoring youth and will present as an inclusive role model for Saint Ignatius' students, faculty, staff and the greater school community. It is imperative that the VP fosters an atmosphere of collaboration and partnership across all constituencies of the school community.

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**An Ambassador for Saint Ignatius High School**

The VP will work tirelessly as an ambassador and advocate for students and communities of color. Passionate and informed, the VP will have the skills to articulate and broaden the vision of DEI at Saint Ignatius to its current students, their families, faculty, administrators and staff as well as future students and key stakeholders. The VP will be an exceptional communicator who builds community by uplifting the voices of others. The VP will be a persuasive leader, able to achieve consensus amongst differing opinions. The VP will have a deep understanding of faith-based education, with an instinctively inclusive leadership philosophy. Culturally competent, the VP will have the character necessary to develop rapport with people of varying philosophies, backgrounds and cultures.

**A Change Agent**

A catalyst for cultural transformation, the VP will inspire others to think entrepreneurially and inject new ideas. The VP will have practical experience in communicating change, including those related key systems and historic practices. The VP will be a proactive, collaborative change agent as well as a charismatic leader with the mindset to challenge the status quo. This leader will use a servant-leadership approach that is empowering to Saint Ignatius' community and culture. With confidence and gravitas, the VP will operate with a high degree of transparency and clarity. The VP will have an entrepreneurial spirit, with a measurable track record of strong results and an outcome-driven mindset. A proven creative thinker, the VP will oversee planning and development of diversity initiatives, diagnose critical areas for attention, build shared understanding across the school community and implement decisive, clear strategies.

**A Passion for the Mission**

The VP will embody the values and mission of Saint Ignatius and, as a result, will inspire and motivate others. An empathic, confident leader, the VP will treat others with respect. The VP will have a deep commitment to service and Ignatian Spirituality, with a deep willingness to engage in personal educational and faith development. As such, the ideal candidate must be open to Ignatian Spirituality, to be influenced, directed and formed by it, and understand that his or her work must flow from it. The VP will believe that praise, reverence and service should mark the relationship that exists not only between teachers and students, but among all members of the school community. The VP will lead by example, understanding that at times, empathy is an essential quality. The ideal candidate will be passionate about developing Saint Ignatius into a school community that is the pinnacle of diversity, equity and inclusion practices in secondary education. The VP will have an eye consistently focused on the future and how to best adapt Saint Ignatius to a changing world. The VP will have a collaborative spirit and will be a charismatic leader with a sense of humor. The VP will be an individual of unquestioned integrity, ethics and values — someone who can be trusted without reservation.

## CONTACT

Marissa Martin and Chartise Clark of Koya Leadership Partners have been exclusively retained for this search. To express your interest in this role please submit your materials [here](#) or email Marissa and Chartise directly at [koyachicago@koyapartners.com](mailto:koyachicago@koyapartners.com). All inquiries and discussions will be considered strictly confidential.

Saint Ignatius High School is an equal opportunity employer and does not discriminate on the basis of any characteristic protected by applicable federal, state or local law.

## ABOUT KOYA LEADERSHIP PARTNERS

Koya Leadership Partners is a national retained executive search and human capital consulting firm that works exclusively with mission-driven organizations, institutions of higher education, and social enterprises. We deliver measurable results, finding exceptionally talented people who truly fit the unique culture of our client organizations and ensuring that organizations have the resources and strategies to support them. For more information about Koya Leadership Partners, visit [www.koyapartners.com](http://www.koyapartners.com).