

April 2019

Dr. David Lussier
Superintendent
Wellesley Public Schools

Dear Dr. Lussier;

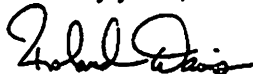
It is with great enthusiasm that I submit my credentials for consideration in your search to fill the position of Director of Diversity, Equity and Inclusion at the Wellesley Public School (WPS) District. With considerable educational leadership experience, I am confident that I will bring tremendous value to the district's efforts to assess and support positive climates within district schools, as well as your overall goal to create educational communities that have a respect for human differences.

Through a mixture of professional experience, academic training, and personal gifts, I have developed a singular set of talents that I believe are strongly aligned with the attributes you are looking for in this position. Some examples include:

- I have a PhD in education and I am a subject matter expert on the various theories and frameworks that inform effective DEI and social impact initiatives, and have presented on the topics of identity, unconscious bias, and stereotypes to educators and families at schools across the country.
- Through my inspirational, engaging, and collaborative leadership style I have translated ideas into action by working with students and senior administration to create innovative programs and initiatives at Harvard, Simmons, and Bates Colleges.
- In my role as a consultant and teacher of "deep listening," I possess superior communication skills that have allowed me to facilitate discussions on complex concepts and uncomfortable topics with students, parents, teachers, and administrators, doing so in a manner that is clear, concise and amiable.
- I am genuinely passionate about working with people and organizations to create diverse and inclusive communities, and in every position I have held have always had a deep and abiding passion for working with young people, an indefatigable belief in their potential, and take seriously my responsibilities as a role-model, coach, teacher, and mentor.

I applaud the efforts of WPS and the Wellesley community to tackle these thorny issues, and would truly welcome the opportunity to become a thought partner as you aim to address these challenges. I know that I will be a positive driver of the diversity, equity and inclusion initiatives WPS is looking to create, and will be of good counsel to you, school leaders, educators, and students and their families. I thank you very much for your time and consideration, and look forward to hearing from you.

Sincerely yours,



Roland S. Davis

ROLAND S. DAVIS, Ph.D.

PROFILE

Dynamic and visionary educational administrator with 20+ years of progressive leadership experience at both the secondary and post-secondary levels. Known for being student-centered, highly collaborative, and passionately dedicated to issues of social justice, inclusion and belonging, and the academic success of students from marginalized identities.

COMPETENCIES

- **Student Engagement**—Worked with students and student leaders at Harvard College to infuse diversity and inclusion efforts into all aspects of student life.
- **Team Leadership**—Spearheaded process at Harvard College that aligned the missions and programs of LGBTQ Student Life, Diversity Education and Support, Women’s Center, and Title IX Office.
- **Relationship Building**—Increased Bates College alumni of color participation through outreach and creation of on-campus events to build networking opportunities for students.
- **Project Management**—Restructured the design and delivery of all undergraduate-advising services at Simmons College to increase faculty involvement and improve student retention.

EXPERIENCE

STANLEY H. KING INSTITUTE CONSULTANT

2002-Present

Train independent school educators on adolescent development, relational advising, diversity and inclusion.

- Facilitate two 6-day summer residential training institutes for school personnel from the US and abroad.
- Travel to schools in US and abroad to conduct 1-3 day professional development workshops for school faculty focused on relational advising, unconscious bias, and stereotype threat.
- Work with school administrators to assess and restructure academic advising, health and wellness, and diversity and inclusion programs.

HARVARD UNIVERSITY, Cambridge, MA

2017-2018

ASSOCIATE DEAN FOR EQUITY, DIVERSITY AND INCLUSION, HARVARD COLLEGE

Recruited to become the thought leader and chief strategist to infuse diversity and inclusion practices into all aspects of student life at Harvard College. Supervised four direct reports, a team of 12 and managed an operational budget of \$1.2M.

- Used qualitative and quantitative campus data to develop the mission statement, guiding principles, and overall strategic plan for the Office of Equity, Diversity and Inclusion.
- Developed and facilitated informational workshops for colleagues in the Faculty Affairs Division on micro-aggressions, stereotype threat, and other impediments to student academic success increasing faculty awareness on these issues.
- Increased funding and expanded staff for offices under the Equity, Diversity and Inclusion umbrella, and created grants available to student organizations for inter/intra-group education and support programs.

SIMMONS COLLEGE, Boston, MA

2016-2017

EXECUTIVE DIRECTOR, CENTER FOR STUDENT SUCCESS

Spearheaded the creation of the Center for Student Success, a new initiative substantially increasing student advising and support services for undergraduate students. Recruited to Harvard College after one year.

- Developed advising manual and training program for faculty to create more continuity of advising practices.
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ROLAND S. DAVIS

SIMMONS COLLEGE (continued)

- Strengthened partnerships with academic departments to provide increased services and support to students.
- Managed implementation of online advising technology platform increasing access to student information for faculty advisers and student affairs team to improve the student advising experience.

**MIDDLESEX SCHOOL, Concord, MA
ASSISTANT HEAD OF SCHOOL**

2012-2014

Senior leader for internationally recognized independent boarding school.

- Increased faculty diversity by 20% through revisions to hiring practices and a more personalized recruitment process.
- Enhanced student leadership program through internal assessment process and benchmarking against known best practices.

BATES COLLEGE, Lewiston, ME

2002-2012

ASSOCIATE DEAN OF STUDENTS and DIRECTOR, OFFICE OF INTERCULTURAL EDUCATION (2010-2012)

Led the development, planning, and implementation process of College-wide diversity and inclusion programs leading to the creation of the Office of Intercultural Education.

- Co-chaired college-wide climate and benchmarking study that informed the creation of a five-year diversity and inclusion strategic plan.
- Conceived and established a new pre-matriculation program for first-generation, low-income, students of color, and from rural backgrounds facilitating a smoother transition to the college.
- Raised \$30K in donations and in-kind contributions to refurbish the interior and exterior of the campus Multicultural Center.

ASSISTANT DEAN OF STUDENTS (2002-2010)

Responsible for day-to-day advising, counseling, and support for approximately 1,800 undergraduates.

ADDITIONAL EXPERIENCE

DARTMOUTH COLLEGE

1999-2002

*Assistant Dean of First-Year Students
Director, Integrated Academic Support Program*

HARVARD UNIVERSITY

1994-1999

*Assistant Coach, Men's and Women's Track & Field
Senior Proctor, Freshmen Dean's Office
Mental Health Clinical Fellow, University Health Services*

BATES COLLEGE

1992-1994

Admissions Counselor

EDUCATION

UNIVERSITY OF NEW HAMPSHIRE, Durham, NH

2011

Doctor of Philosophy, Department of Education

Interdisciplinary program using psychological, sociological and anthropological theories to quantitatively and qualitatively examine the experiences of students of color in predominantly white colleges in order to better understand the impact unconscious bias and stereotype threat have on academic motivation, college persistence and degree completion.

BOSTON COLLEGE, Chestnut Hill, MA

1997

MSW, Graduate School of Social Work

BATES COLLEGE, Lewiston, ME

1992

BA, History and Sociology