

Baystate Health is seeking a Full time Sr. Consultant of Diversity & Inclusion

What You Will Do:

The Senior Consultant, Diversity and Inclusion position is key to enhancing the team member experience as part of building a best place to work. The position is specifically responsible for leading and consulting across core process areas, business units, and support Baystate Health in operationalizing inclusion and cultural humility as a business strategy to support the organizational goals and mission. You will share responsibility and accountability for moving Baystate Health to a higher level of inclusion, increasing D&I among team members and meeting the needs of our diverse patient populations. You will serve as a strategic partner within HR and other organizational departments in consulting and addressing Diversity and Inclusion. The individual will also lead the marketplace initiatives on behalf of the department.

- Lead the continuing development, enhancement and implementation of the Diversity and Inclusion strategy.
- Ensure the system-wide coverage for delivery of appropriate learning and development solutions to people, managers and teams.
- This function will be aligned to Joint Commission and US Department of Health and Human Services' Culturally and Linguistically Appropriate Services (CLAS) Standards, EEO guidelines and Human Equality Index measures.
- Lead assessment to guide levels of diversity and inclusion across the system.
- Identify, analyze and communicate D&I trends, issues and opportunities that will impact the business.
- Identify, lead inclusion and cultural humility best practices into Baystate Health's business model and approaches to achieve and sustain a competitive advantage to attract top talent and provide quality patient care.
- Facilitate and coordinate Organizational Resource Group action planning, leadership development and expansion.
- Lead external strategic alliances, business partnerships and local opportunities and establish relationships with relevant professional associations and organizations to promote Baystate Health's efforts related to cultural responsiveness and diversity.

****May Underfill****

What You Will Need:

Bachelor's Degree in Human Resource, Organizational Development, or related fields

8-10 years of relevant experience as a diversity consultant

3-5 years of collaborative leadership consulting

Significant Project management experience

PHR/SPHR is preferred

Skills:

- Strong communication and presentation skills
- Must be able to lead interdisciplinary teams and projects and obtain desired results
- Having an open mindset and ability to think outside the box – global thinker
- Create curriculum and is a strong writer
- The candidate must possess strong coordination and interpersonal skills
- Uses ADDIE to design & implement inclusion interventions
- Strong PC/software skills (e.g. Excel, Power Point, Word)
- Strong customer/patient commitment
- Some travel required