



1051 RIVERSIDE DRIVE NEW YORK, NY 10032
WWW.COLUMBIAPSYCHIATRY.ORG

The Department of Psychiatry at Columbia University Irving Medical Center and New York State Psychiatric Institute seeks a Vice Chair of Diversity, Equity, Inclusion and Belonging (DEIB). The Department is committed to fostering an inclusive, supportive environment that values diversity across various dimensions, including but not limited to race, ethnicity, gender identity, sexual orientation, religion, ability, and socioeconomic status. The Vice Chair of DEIB for the Department of Psychiatry will lead efforts to ensure a shared vision and mission for the department grounded in DEIB. The Vice Chair of DEIB will provide strategic leadership and oversee DEIB activities and a dedicated budget within the department, navigating the complexities of a diverse and multifaceted organization while working with a team of dedicated faculty already contributing to the DEIB mission. The Vice Chair of DEIB will work closely with the Department Chair, faculty, and other staff to develop and implement initiatives that advance our mission of inclusion and belonging, which is critical to achieving excellence in patient care, research, medical education, and community engagement. This is a full-time role with at least 50% time dedicated to the Vice Chair role. On-site, Work must be performed in or near New York, NY.

Key Responsibilities:

1. Leadership & Strategic Planning

- Provide visionary leadership in fostering a culture of inclusion and belonging across the department.
- Collaborate with senior leadership to integrate DEIB principles into the strategic planning process, ensuring these values are reflected in all departmental initiatives.
- Collaborate closely with HR, Faculty Affairs, and the Office of Professionalism at CU, RFMH, and NYS to ensure that policies developed and implemented within NYSPI/Dept of Psychiatry are informed by and incorporate DEIB principles.
- Develop and implement strategic plans and initiatives to enhance DEIB within the department.
- Empower and lead DEIB efforts with dedicated funding and leadership infrastructure across the department.
- Foster interdisciplinary collaborations and partnerships across the department to coordinate and build upon a wide range of existing efforts focused on DEIB.

2. DEIB Program & Policy Development

- Oversee a collaborative team of faculty, staff, and trainees dedicated to DEIB across the various missions in the department (education, research, and patient care).
- Revise policies and procedures to coordinate and expand efforts to support the recruitment and retention of underrepresented minority candidates and trainees (including pipeline efforts and mentoring programs) to promote racial, gender, and immigrant equity in the organization.
- Implement equity-centered and trauma-informed practices across the organization to repair and prevent bias, discrimination, and prejudice.
- Partner with the Office of Human Resources and Faculty Affairs in the department to develop an organization-wide data collection and tracking system regarding salient demographics to inform DEIB strategic planning, goal setting, policies, and accountability processes.
- Establish key metrics and goals related to faculty/staff recruitment, retention, compensation, advancement, and promotion addressing diversity and equity.
- Ensure that departmental policies reflect best practices in diversity, equity, and inclusion and are consistently applied across all levels of the department, working closely with the relevant entities to achieve this.



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3. Research & Clinical Collaboration

- Partner with the Vice Chair of Research and other department research leaders to enhance DEIB efforts across the research mission (ranging from identifying procedures for fair allocation of research resources to identifying opportunities for minoritized communities to contribute to and benefit from research).
- Partner with clinical leadership to support DEIB and antidiscrimination training against all minoritized groups and innovation to improve equity in patient care.

4. Education, Training & Professional Development

- Increase knowledge and self-reflection skills of all members of the department of structural racism and its impact on historically oppressed and marginalized groups.
- Advise on the training and educational needs of the department faculty, staff, and trainees related to cultural humility, sexual harassment prevention, fostering a diverse and inclusive environment, etc.
- Facilitate professional development opportunities, workshops, and seminars to enhance skills and promote scholarly excellence in DEIB.

5. Community Engagement

- Collaborate with departmental administration and committees to stimulate, advocate for, and support community engagement and outreach to the Washington Heights Community served by the department/institution.

Qualifications

- A doctoral degree (Ph.D., M.D., or equivalent) in Psychiatry, Psychology, Social Work, Nursing, Neuroscience, Education, or a related field.
- Associate Professor, preferred but not required.
- Strong leadership, communication, and interpersonal skills, with the ability to engage and motivate diverse community members.
- Demonstrated commitment to the goals of DEIB with specific expertise in the area of DEIB, as evidenced through efforts in policy development and implementation, training, clinical work, research, and/or community engagement.
- Minimum of 5 years of experience in a leadership role focused on DEIB in an academic or healthcare setting.
- Demonstrated expertise in administrating diverse teams, leading and managing change with noted successes in setting and achieving goals with the team in large and complex organizations.

The search committee is especially interested in candidates who, through their research, teaching and/or service, will contribute to the diversity and excellence of the academic community. The University is an equal opportunity employer dedicated to the goal of building a culturally diverse and pluralistic faculty and staff committed to teaching and working in a diverse environment and strongly encourages applications from women, underrepresented minorities, individuals with disabilities, and veterans.

Salary Range or Pay Grade

\$300,000-\$500,000



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Application Instructions

Please send a cover letter of interest, *Curriculum Vitae*, a leadership vision for the Department and a scientific vision statement that includes current and future research interests. Applicants are encouraged to describe in their letter of intent how their scholarship contributes to building and supporting diverse communities.

The salary of the finalist selected for this role will be set based on a variety of factors, including but not limited to departmental budgets, qualifications, experience, education, licenses, specialty, and training. The above hiring range represents the University's good faith and reasonable estimate of the range of possible compensation at the time of posting.

Please apply: <https://apply.interfolio.com/155098>