

## Montgomery H&S Vice President of Inclusion

### I. Overview:

The VP of Inclusion will ensure diversity, inclusion, and acceptance is woven into all aspects of Home and School membership, leadership, programming and throughout Montgomery Elementary. This position will partner closely with members of the Montgomery Elementary & North Penn staff, student, and parent communities to enable and foster a culture of inclusion and acceptance.

**Note:** The VP of Inclusion needs to possess a proven passion for promoting an enriching and supporting climate regardless of race, gender, gender identity, religion, ability, etc. to execute on position responsibilities. VP must have met the requirements to become a member of the board per the Montgomery H&S By-Laws.

### II. Responsibilities will include:

- Ensure consistency, collaboration, and best practice sharing across committees and within H&S.
- Partner with the H&S Secretary to perform ongoing assessments of communication platforms and tactics to identify opportunities to improve inclusiveness across Montgomery Home and School Communications
- Partner with North Penn Parents in Equity group.
- Partner with Montgomery Elementary Cultural Proficiency Cadre
- Develop and Update Inclusion Checklist for Chairperson Survival Guide.
- Ensure Home and School Board and membership are representative of the Montgomery Elementary Community
- Support and advocate for activities and practices that eliminate bias, prejudice, and inequities within our school community
- Act as parent liaison to Montgomery Elementary student council to identify service project synergies and overall opportunities to further live into the Montgomery Elementary culture of inclusion and acceptance

### III. Expected Time Commitment

During initial year, heavy lifting expected for current state analysis and stand-up of processes. Two-year H&S Board position commitment required for position, consistent with all other board positions.