

## **DIRECTOR, CULTURE AND EQUITY**

### **Chicago, Illinois**

Are you passionate about shaping workplace culture, driving equity and making a real impact in the legal profession? Do you thrive in a leadership role where you can influence policies, develop strategic initiatives and foster an inclusive environment? If so, the Attorney Registration and Disciplinary Commission (ARDC) invites you to apply for the role of Director, Culture and Equity in our Chicago office.

Under the direction of the Illinois Supreme Court (Court), the ARDC plays a vital role in preserving and advancing the integrity of the legal profession. We register and support attorneys, provide innovative education and outreach programs, and offer restorative services to help lawyers uphold the highest ethical standards. Through thorough investigations and fair proceedings, we address allegations of attorney misconduct and unauthorized practice of law, ensuring accountability while also advocating for those harmed by misconduct.

Currently, the ARDC is seeking a Director, Culture and Equity for its Chicago office. This full-time position will provide strategic and programmatic leadership that advances, guides and promotes culture and equity, including diversity and inclusion, while maintaining consistency with the Court's Diversity, Equity and Inclusion (DEI) strategy and communications. This is an opportunity to make a lasting impact—ensuring both attorneys and the public experience a legal system that is fair, accessible and reflective of the diverse communities it serves.

#### **Responsibilities include:**

- Promote the ARDC's commitment to equity through interaction with the ARDC's Commission, senior leadership team, management, and staff; collaboration with the Court's diversity officer; and engagement with the legal community;
- Partner with leadership and staff to ensure culture and equity strategies and initiatives support the ARDC's values and strategic goals; serve as an advisor and resource person for management and staff in the areas of culture and equity;
- Provide strategic direction for internal and external learning initiatives on cultural competence, mitigating bias, appreciating diverse identities, and other related topics designed to increase awareness and understanding, support equity, and maintain compliance with applicable laws;
- Represent the ARDC to external communities, organizations and agencies, in conjunction with the Court's DEI initiatives. Collaborate with external constituency groups, including affinity bar organizations, bar association diversity related committees, law schools and student organizations to promote and advance equity;
- Establish and implement strategic equity goals and initiatives for the attorney disciplinary process that promote procedural fairness and access to justice; and

- Develop meaningful and appropriate metrics to measure success and gauge effectiveness of strategic goals, objectives and priorities.

**Requirements:**

- Bachelor's degree in a relevant subject area from an accredited college or university.
- A minimum of six years experience in leading culture change efforts with an emphasis on DEI or similar/related fields.
- Demonstrated record of developing and executing programs and trainings relating to DEI initiatives.
- Excellent written, oral, and interpersonal communication skills.
- Experience working in the legal community preferred.

The ARDC is committed to a culture of diversity and inclusion. We offer a hybrid schedule, a congenial work atmosphere, and an excellent benefits package detailed in the following link: [ARDC Benefits](#). Salary commensurate with experience, based on a salary range of \$156,000 to \$190,000.

Interested parties should send a letter and resume to [employment@iardc.org](mailto:employment@iardc.org).