



# Director, Inclusion & Diversity

Reports To:	Vice President, Human Resources
Location:	Chicago, Headquarters
Travel:	Approx 20% - mainly self directed

**IMPACT** - This new corporate role will further drive the strategy and implementation of inclusion and diversity programs throughout the business in the Americas. Success in this role includes strong communication and network building with corporate leaders, site personnel and the internal functional teams (HR, Marketing, etc). Key outcomes include setting the tone and example for all, as well as making inclusion & diversity a fundamental part of the cultural DNA.

**Responsibilities** – The ideal candidate possesses achievement in all the following:

### ***Strategy, Metrics & Reporting***

- Develop long-term companywide I&D strategy and gain acceptance at the leadership level of the organization;
- Build system/processes and KPIs that captures data necessary for monitoring overall success of the function; and
- Provide thought leadership, rooted in research, best practices, external insights, direction, and counsel to senior leaders and/ or Human Resources.

### ***Diversity & Inclusion programs***

- Enhance or install programs that increase I&D at all levels of the organization;
- Build platform that enhances more inclusive culture, increasing representation and advancement of diverse talent and ensuring equitable behaviors and outcomes; and
- Integrate I&D programs into talent acquisition, onboarding, development, engagement and other practices.

### ***Communication***

- Build relationships with key stakeholders to influence, update and guide regarding current and emerging issues to provide a broad perspective and timely awareness across the organization; and
- Forge relationships within HR and Marketing to further engage and enhance the workplace, workforce and communities where Morton does business.

**Requirements** – in addition to the above, top candidates possess:

- Bachelor degree with 10+year professional experience, 5+ years in I&D;
- Prior experience leading all, or significant share; of corporate I&D function;
- Manufacturing experience, specifically working with corporate-site dynamics; and
- Working style that spans strategic thinking through to hands-on development.