

# Director, Respect, Diversity, & Inclusion

## British Columbia Institute of Technology (BCIT)

**Burnaby, BC**

For close to 60 years, BCIT has provided highly essential education and training to individuals endeavouring to be uniquely career-ready in a competitive and ever-changing market. BCIT aspires to represent the diversity of people, ideas, and cultures to the fullest extent possible throughout the organization.

To this end, a Director of Respect, Diversity, and Inclusion is being sought to continue the work of advancing approaches to diversity and inclusion, Anti-Racism, and identifying and breaking down barriers faced by all equity deserving groups among students, employees, and faculty. The Director of Respect, Diversity, and Inclusion (RDI) will be the institute lead for all of these initiatives and will work closely with a collegial senior team and a President deeply committed to the work. In addition, the Director will use a trauma-informed approach to oversee appropriate service delivery under BCIT's Harassment and Discrimination Policy for highly complex and sensitive matters, including confidential consultation, investigations, interventions, mediation, and conflict resolution of complaints of bullying, discrimination, and harassment.

As the lead on the delivery of programs to educate and promote awareness of BCIT's respectful learning and working environment policy and related practices, the Director, RDI, will ensure that RDI values are embedded in decision-making and institutional strategies. This individual will engage broadly and deeply with faculty, staff, students, and other stakeholders, including the student and employee unions, in ensuring continual progress is being made and will look for ways to work with the community to support related initiatives. As the key leader in this important area, the Director will be accountable for strategic, inspired, and highly collaborative leadership that drives change and impacts culture.

As the ideal candidate, you will have a demonstrated track record of success in organizational leadership, policy, and program administration, especially relating to diversity and inclusion and respectful environment programs. Knowledge of procedural fairness in conducting investigations and conflict resolution processes will be advantageous, as well as an understanding of human rights and relevant legal principles. As the Director, you will shape the student, staff, and faculty experience with a commitment to transparency, accountability, and collaboration. Through strong people skills and high emotional intelligence, you are a proven relationship- and community-builder with the vision and strategic skills necessary to advance BCIT's RDI mission and lead a small and effective team in this important work.

For more information on this exceptional leadership opportunity at one of Canada's leading post secondaries, please contact our search consultants Kathryn Young or Ella Laure Hipolito of Boyden at +1 (604) 685-0261. To apply for this position, please click [here](#).

*Equity, diversity, and inclusion are core values for British Columbia Institute of Technology. BCIT encourages applications from all qualified individuals, including women, Indigenous people, persons with disabilities, visible minorities, people of all sexual orientations and gender identities and expressions, and others who may contribute to the further diversification of the Institute.*