

## Vice-Provost, Equity and Inclusion Dalhousie University

Dalhousie University is Atlantic Canada's leading research university, and the region's only member of the U15 group of major Canadian research universities. Through our academic mission of teaching and learning, research, and service, we drive our region's intellectual, social and economic development and make a lasting impact on our world.

Located on the traditional, unceded territory of the Mi'kmaq, in the vibrant, coastal city of Halifax, with our Agricultural Campus in Truro/Bible Hill, Dalhousie is a truly national and international institution. More than half of our 19,000 students come from outside the province, and our international student population has grown more than 60 per cent in the last five years. Our 6,000 faculty and staff foster a diverse, purpose-driven community, one that spans 13 Faculties and conducts more than \$150 million in annual research.

Dalhousie invites applications for the inaugural appointment of a Vice-Provost, Equity & Inclusion. Reporting to the Provost and Vice-President, Academic, the Vice-Provost Equity & Inclusion is the senior leader responsible for executing on Dalhousie's Equity, Diversity and Inclusiveness (EDI) strategy. This Vice-Provost leads the work of the Human Rights & Equity Services (HRES) team and provides strategic advice on EDI matters to senior leaders and community partners throughout Dalhousie. The Vice-Provost provides leadership to the HRES team and its programs; is responsible for leading institution-wide diversity, equity and inclusion initiatives; and represents the institution locally and nationally on matters related to EDI at Dalhousie. The Vice-Provost is responsible for leading Dalhousie's strategic planning, implementation and evaluation processes to advance institutional diversity, inclusion and equity goals.

The Vice-Provost will build strong relationships and credibility with senior administrative, academic, and student leaders across the University, and with the broader community, working collaboratively to advance institutional diversity, inclusion and equity goals and to foster diverse, inclusive and equitable learning and working environments, as well as a culture of respect, which is free from harassment, discrimination and violence.

As the ideal candidate, you are an experienced and effective senior leader and practitioner in the areas of diversity, inclusion, equity, social justice, and human rights frameworks and you bring expert knowledge of and experience in implementing inclusion and equity policies and programs. You have experience working effectively with diverse populations. This experience and expertise demonstrated in a university or comparably complex setting would be considered an asset. You have demonstrated your ability to think and act strategically and have proven success leading broad-scale, long term strategies and objectives. You are skilled in leading and influencing others through change in a collegial and decentralized organizational context that requires facilitative and relational leadership skills. You demonstrate integrity, excellent judgement and diplomacy, and your well-developed communication skills allow you to handle sensitive issues while maintaining the respect, dignity and confidentiality of all parties. Experience working in a unionized environment and supporting or participating in research in

the areas of equity, inclusion and social justice would be assets.

If you would like to review the full executive briefing document, please contact Jessa Chupik and Nick Chambers at [jchupik@boyden.com](mailto:jchupik@boyden.com).

In keeping with the principles of employment equity, this position is restricted to candidates who self-identify in one or more of the following equity-seeking groups: Aboriginal people, racially visible persons, persons with a disability, women, and persons of minority sexual orientations and gender identities.

Applications must include a completed self-identification questionnaire, which can be found at: [dal.ca/becounted/selfid](http://dal.ca/becounted/selfid).