



George Brown College Director, Anti-Racism, Equity & Human Rights

George Brown College seeks a student-focused leader for the position of Director, Anti-Racism, Equity & Human Rights. Continually recognized as one of [Greater Toronto's Top Employers](#), George Brown College offers a wonderful environment for an experienced diversity and human rights professional to continue to have impact. Reporting to the Vice President Human Resources, Public Safety & Security, the Director, Anti-Racism, Equity and Human Rights is a key member of the Human Resources leadership team.

Among other responsibilities, the Director, Anti-Racism, Equity and Human Rights is responsible for planning and implementing various equity, diversity, and inclusion initiatives and is an institutional champion of this critically important work. Partnering with a team of advisors, the Director oversees investigations in the areas of anti-racism, human rights, AODA, and sexual violence in accordance to the College's [human rights policy](#), and plays a central role in awareness-raising and educational initiatives throughout the College. With respect to sexual violence, in addition to providing education and training to the College community—on topics that range from 'how to support individuals affected by sexual violence' to 'building a culture of consent'—the Director ensures sexual violence services on campus are confidential, non-judgmental, and are delivered by trauma-informed staff committed to the provision of excellence in client service. The Director, Anti-Racism, Equity & Human Rights also serves as Privacy Officer for the College, overseeing all activities related to George Brown's privacy program and ensuring operational procedures are compliant with privacy legislation. At the core of the Director's work, through the development and/or strengthening of equity, diversity, and inclusion policies, procedures, and practices the incumbent helps to foster a positive learning and working environment—an environment that will continually tackle anti-racism, harassment, discrimination, and sexual violence while valuing the diversity of its students, employees, and community members.

The Director, Anti-Racism, Equity & Human Rights must have exceptional communication and facilitation skills; be skilled at engaging in matters that require sensitivity and empathy across a diverse community; be innovative in their thinking and approach; and, be unwavering in their commitment to advancing a culture of shared responsibility and accountability across campus. The individual likely to realize success in this role has project and people management experience earned in a complex, multi-stakeholder, unionized environment. The incumbent should have strong verbal, written, analytical, and organizational skills, and a natural inclination for building a strong kinship with members of their team; a deep and abiding commitment to equity, diversity, and inclusion, with a solid record of promoting a pluralistic workplace environment; and, an ability to manage multiple, competing, and frequently changing priorities. A Master's degree from a recognized post-secondary institution in the areas of law, education, or social sciences is preferred (or the equivalent of education and experience), and a demonstrated understanding of the laws and regulations related to Human Rights is highly sought.

George Brown College is dedicated to employment equity and encourages applications from people of all genders, persons with disabilities, racial/visible minorities, and Indigenous peoples. George Brown College is committed to accommodating applicants with disabilities throughout the hiring process, in accordance with the Accessibility for Ontarians with Disabilities Act (AODA). Interested applicants can send their expression of interest to dirarehr@georgebrown.ca. George Brown College is partnering with BIPOC Executive Search to ensure an applicant list that includes Black, Indigenous, and People of Colour, thereby reflecting Canada's



diverse population. BIPOC applicants can send their expression of interest to Jason Murray at jmurray@bipocsearch.com.

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.