

Kwantlen Polytechnic University

KPU offers all learners opportunities to achieve success in a diverse range of programs that blend theory and practice, critical understanding, and social and ethical awareness necessary for good citizenship and rewarding careers. KPU strives to implement initiatives that will attract, support, engage, and retain KPU's people and create an environment where all employees see themselves as contributing to student learning.

JOB OVERVIEW: Vice President, Equity & Inclusive Communities

KPU established its Task Force on Anti-Racism (TFA) in July 2020. The TFA presented its final report and recommendations in October 2022. Along with its 64 recommendations, and in consultation with the members of Equity, Diversity, and Inclusion Action Plan Development Committee and the Indigenous Advisory Committee, the TFA also proposed an organizational structure which would allow for all EDI, decolonization, and anti-racism projects to be visible at the senior administration level. As such, a position of a Vice-President, Equity and Inclusive Communities, was recommended as a way of bridging these initiatives, through models of consensus-building and democratic governance, at KPU.

The Vice President, Equity and Inclusive Communities will bring vision and proven leadership and will work with a team of senior administrators and the multi-campus community to support KPU's commitment to advance equity, diversity, inclusion, decolonization and anti-racism. Reporting to the President, The Vice President, Equity and Inclusive Communities leads the development and implementation of key Indigenous, anti-racism and EDI strategies in alignment with the University's Strategic Vision and Academic Plan. The VP is responsible for providing strategic leadership to key initiatives that advance equity, diversity and inclusion and for fostering the development of an inclusive university culture.

This role is an exceptional opportunity to provide strategic leadership in service of our mission to transform lives and empower positive change.

EDUCATION AND EXPERIENCE

- Minimum 10 years of progressive experience in relevant fields, with a significant administrative portfolio.
- Experience advancing and building capacity for decolonization, anti-racism, equity, diversity and inclusion in a complex environment.
- Lived experience as a member of an equity-denied group is considered an important contributor to competency and past experience.
- Experience leading in a complex, unionized public sector organization is preferred.
- Experience in, and understanding of, academic and community trends and best practices in best practices in decolonization, anti-racism, equity, diversity and inclusion.
- Or an equivalent combination of education and experience that will facilitate credibility internally and externally.

QUALIFICATIONS

- Deep understanding of higher education and the experiences of marginalized faculty, staff and students.
- Demonstrated senior leadership abilities, including establishing vision, developing strategic plans, and evaluating effectiveness.
- Participation in academic networks and interaction with organizations that advance social justice for equity denied groups
- Understanding of issues related to institutional equity and Human Rights including their relationship to issues on Indigeneity and anti-racism.

- Demonstrated confidence, personal integrity, and outstanding interpersonal skills that enhance their ability to build and maintain working relationships with a variety of key internal and external parties.
- Demonstrated decision-making capacity together with an ability to ensure effective decision-making within a collegial environment.
- Understanding of the public post-secondary sector and the regulations under which public post-secondary institutions operate.
- Strong communication skills with demonstrated success in a complex environment.
- Demonstrated ability to present to and converse with key parties at senior levels, including discussions with the Board of Governors and senior government and elected officials.
- Strong interpersonal and intercultural skills; an appreciation for diversity and adaptability to different groups and cultures.
- Capable of articulating the vision and plan set by the University and able to inspire the KPU community to achieve the plan.
- Ability to travel domestically and internationally on occasion.
- Ability to travel between campuses.

WANT TO KNOW MORE?

Click here to view the full [position description](#) and [executive profile](#).

READY TO APPLY?

Applications must be submitted online via the KPU Career Centre. Please ensure to provide a resume and a cover letter as part of your application.

A resume review will be conducted on **January 16, 2023** however this position will remain open until filled.

Does this role sound like it was made for you, yet you don't check every box?

We at KPU understand that experiences and qualifications may look differently for everyone and, if this job description is of interest to you, we encourage you to apply.

Note to Applicants:

Kwantlen Polytechnic University welcomes and encourages applications from equity deserving groups and diverse experiences including, but not limited to, Indigenous people, racialized people, people with disabilities, and members of the 2S/LGBTQIA+ community.

If there are any barriers that you are experiencing or an accommodation that we can provide to support you through the application process, please reach out to us at humanresources@kpu.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

We thank all applicants for their interest in employment with KPU. Only those selected for an interview will be contacted.

Kwantlen Polytechnic University is committed to protecting the safety and welfare of employees, students, and the general public, and upholding the reputation and integrity of the University. For this reason, final applicants will be asked to undergo a background check.

