



Queen's University

Associate Vice-Principal (Human Rights, Equity and Inclusion)

Queen's University is situated on the territory of the Haudenosaunee and Anishinaabek.

Ne Queen's University e'tho nón:we nikanónhsote tsi nón:we ne Haudenosaunee táhnon Anishinaabek tehatihsnonhsáhere ne onhwéntsya.

Gimaakwe Gchi-gkinoomaagegamig atemagad Naadowe miinwaa Anishinaabe aking.

Founded in 1841 and a member of [Canada's U15](#) group of research-intensive universities, [Queen's University](#) continues to be a global pillar of scholarly excellence and a place where students, faculty, staff, and the greater community can convene to realize a better future by addressing the challenges of present day. With over 30,000 students—made up of learners from over 101 countries—and a dedicated employee complement, Queen's University is steadfast in their commitment to truth, responsibility, respect, and wellbeing, and stands in support of an inclusive, diverse, and sustainable society. It is within this context that Queen's invites nominations and applications for the highly influential role of *Associate Vice-Principal (AVP) (Human Rights, Equity and Inclusion)*, a position that will have transformative impact on the future of the institution.

Reporting to the Vice-Principal (Culture, Equity and Inclusion) and as a key member of the VPCEI leadership team, the AVP (Human Rights, Equity and Inclusion) plays a vital role in enhancing the University's work to create a more inclusive culture at the university. Known for their deep commitment to Indigenization, equity, diversity, inclusion, accessibility and anti-racism (I-EDIAA) and for their courageous leadership, the incumbent advances Queen's progress, profile, and reputation related to human rights, equity, diversity, and inclusion; promotes a culture of fairness and respect; and, delivers positive outcomes that permeate the organization, thereby elevating the brand and character of the institution. The incumbent is also responsible for legislative compliance with respect to human rights, sexual violence prevention, accessibility, and employment equity and for diversity and inclusion initiatives including action on the Scarborough Charter, Dimensions Charter, and the 50:30 Challenge.

Qualifications

Among the qualifications being sought in candidates, the incoming leader must have a deep and abiding commitment to advancing reconciliation, equity, diversity, and inclusion in all its forms and must believe, intrinsically, in the importance of leading with courage and generosity and welcoming community ideas that can be brought together and turned into possibility. While all candidates are encouraged to apply and, in so doing, share how they see themselves adding value to the Queen's University environment, the following credentials and/or experiences are seen as possible markers of the candidates most likely to realize success in the role:

- A) several years of influential leadership experience advancing efforts, programs, and initiatives in human rights, equity, and inclusion;
- B) demonstrated experience building strong relationships with equity-deserving communities and organizations;
- C) demonstrated sound judgment, tact, and diplomacy, with the ability to confidently engage and collaborate with a range of individuals including senior academic and administrative leaders, faculty, staff, and students;
- D) deep understanding of systemic and structural aspects of marginalization, oppression, exclusion, power and violence (historical, symbolic, and material), with theoretical knowledge and lived experience that can be referenced when speaking to such matters;
- E) experience in legal and legislative compliance in the context of equity, human rights, and inclusion;
- F) Experience developing, delivering and overseeing educational initiatives that are context appropriate, effective, and able to inspire positive change;
- G) experience managing staff, preferably in a unionized environment; and
- H) a graduate degree or diploma in a related discipline (e.g. equity studies, social justice, sociology, public administration), or a combination of education, training, and experience.

How to Apply

Queen's University invites applications from all qualified individuals. Queen's is strongly committed to employment equity, diversity, and inclusion in the workplace and encourages applications from Black, racialized/visible minority and Indigenous people, women, persons with disabilities, and 2SLGBTQI+ persons. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

Queen's University is partnering with BIPOC Executive Search to ensure an applicant list that is diverse and is as intersectional as possible. **All interested applicants can send their resume to Jessa Chupik or Deborah Miller by e-mailing jchupik@bipocsearch.com, or can apply through the BIPOC Executive Search mobile app.**

In accordance with the AODA Act, for applicants living with a disability accommodation will be provided throughout the search process. Should accommodations be required, please make Jessa Chupik aware by using the above address.

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.
