

# Vice-President, People, Equity & Inclusion

## Simon Fraser University

Burnaby, BC

Simon Fraser University (SFU) is Canada's engaged university, defined by its dynamic integration of innovative education, cutting-edge research and far-reaching community engagement and impact. SFU is unconventional, fearless, compassionate, approachable, and ready. SFU aspires to represent the diversity of people, ideas and cultures to the fullest of ways throughout our institution.

SFU is seeking to make major advances in our approaches to reconciliation, anti-Black racism, and inclusion of BIPOC members among our students, faculty, and staff. The Vice-President, People, Equity and Inclusion (VPPEI) will be the institutional lead for all of these initiatives, and will work closely with a collegial executive team, and a President who centres EDI among her [three priorities](#), along with reconciliation and student experience.

As a newly created position, the Vice-President, People, Equity and Inclusion (VPPEI), reporting to the President, provides strategic leadership to advance the university's commitment to equity, diversity and inclusion (EDI), is the primary people leader and strategist of the university and a key member of the executive team. The VPPEI will oversee several portfolios, including Faculty Relations, Human Resources, and EDI. These portfolios will be led by Associate Vice Presidents, Executive Directors, or equivalent each of whom will have the requisite experience, expertise, and mandate to effectively advise and support the VPPEI.

The VPPEI will be responsible for developing and overseeing an EDI strategy for SFU to ensure that EDI values are embedded in decision-making and institutional strategies. They will engage broadly and deeply with faculty, staff, students, and other stakeholders in developing the strategy. They will look for ways to work with the community to support anti-oppression initiatives. As the leader of SFU's People Planning and Faculty Relations functions and driven by an EDI mandate, the VPPEI will be accountable for strategic, inspired and collaborative leadership that drives change and impacts culture as it relates to anti-oppression, EDI, leadership, learning, and wellbeing. They will implement EDI informed talent management strategies with a focus on attraction, recruitment, and retention of talent.

As the ideal candidate, you will have a demonstrated track record of success in organizational leadership, policy and program administration, especially relating to anti-oppression and EDI. Experience in a post-secondary environment and depth of understanding of Faculty Relations are preferred. The ideal candidate will bring knowledge related to people practices, and the ability to lead a broad range of functions in a complex, multi-campus organization effectively and collegially. The VPPEI will shape the student, staff, and faculty experience, with a commitment to transparency, accountability, and collaboration. Through strong people skills, you are a proven relationship- and community-builder with the vision and strategic skills necessary to advance SFU's EDI mission and lead the People Planning and Faculty Relations functions.

For more information on this exceptional academic leadership opportunity at one of Canada's leading universities, please contact our search consultants Nick Chambers or Khaleeda Jamal of Boyden, at +1 (604) 685-0261. To apply for this position, please click [here](#).

*Equity, diversity, and inclusion are core values for Simon Fraser University. SFU 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 university.*

*All qualified candidates are encouraged to apply, although Canadian citizens and permanent residents will be given priority.*