



University of Guelph

Assistant Vice-President (Diversity and Human Rights)

Located in Guelph, Ontario, on the ancestral lands of the Attawandaron people and the treaty lands and territory of the Mississaugas of the Credit, the University of Guelph is a research-intensive and learner-centred comprehensive university, with over 29,000 undergraduate and graduate students attending three campuses, spanning urban hubs and rural communities. The University is known for its commitment to developing exceptional thinkers and engaged citizens. In 2017, the University Senate endorsed “Fostering a Culture of Inclusion at the University of Guelph: An Institutional Imperative” to guide the institution in its pursuit of building a diverse and inclusive campus. Underlying this commitment is the knowledge that the most innovative, creative, and successful university is the one that acknowledges and promotes diversity at all levels. The University of Guelph is committed to ensuring that it has a strategic system-wide approach to fostering and growing a culture of inclusion.

The University seeks an Assistant Vice-President (Diversity and Human Rights) (AVP) to provide leadership to this critical endeavour.

Reporting to the President, the AVP is an institutional leader and champion for the promotion, development, coordination, and support of initiatives related to equity, diversity, and inclusivity at the University. The AVP plays a central role in educational and awareness-raising initiatives; has a broad mandate to identify and address campus-wide systemic issues; supports the development and implementation of relevant policies and processes; and, ensures that the values of equity, diversity, and inclusivity are infused into the day-to-day work and life of the University.

As a key member of Guelph’s leadership team, the AVP will be conversant on issues of diversity, social justice, inclusivity, equity, and human rights in Canada, and will bring an inspiring vision to the University of Guelph that will galvanize the community in pursuit of these goals. The Assistant Vice-President must have exceptional communication and facilitation skills; be skilled at engaging in matters that require sensitivity, empathy, and creative problem-solving across a diverse community; and, be unwavering in their commitment to advancing a culture of shared responsibility and accountability across campus. They will have significant project and people management experience, earned in a complex, multi-stakeholder environment.

Consideration of candidates will begin spring 2019, with the AVP to take office as soon as possible thereafter. Written nominations, applications, or expressions of interest may be submitted, in confidence, to Jason Murray or Colleen Keenan at guelphdhr@odgersberndtson.com

The University of Guelph is committed to equity in its policies, practices, and programs, supports diversity in its teaching, learning and work environments, and ensures that applications for members of underrepresented groups are seriously considered under its employment equity policy. All qualified individuals who would contribute to the further diversification of our University community are encouraged to apply; however, Canada citizens and Permanent Residence will be given priority. In accordance with the AODA Act, accommodation will be provided by both Odgers Berndtson and the University of Guelph throughout the recruitment process.