

Assistant Director, Faith & Anti-Racism

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Date Posted: 07/26/2023

Req ID:33019

Faculty/Division: People Strategy, Equity & Culture

Department: People Strategy, Equity & Culture

Campus: St. George (Downtown Toronto)

Description:

Reporting to the Executive Director, Equity, Diversity and Inclusion (ED, EDI), the incumbent is responsible for working with the University leadership, institutional and Divisional and Campus Equity Offices, and key partners across the tri-campus to support the University's commitment and responsibility to fostering an inclusive environment for faith-based communities at the University.

The Assistant Director, Faith & Anti-Racism provides guidance to the University community, including the Anti-Racism and Cultural Diversity Office, on the development of appropriate guidelines, education and training and communications to address individual and systemic faith and race-based discrimination, including matters of antisemitism and Islamophobia, and accommodations based on religion/creed, and using a lens that considers the wide range of historical and contemporary experiences of discrimination and oppression. The Assistant Director also increases awareness of equitable practices and resources as it relates to respecting religious observances and the availability of foods specific to faith-based communities.

The Assistant Director, Faith & Anti-Racism acts as a central point of contact for individuals and units who wish to access advice and strategic consultations on faith and anti-racism related initiatives, processes, and services at the University, under the direction of the Executive Director. The incumbent plays an important role in fostering positive relationships with faith-based communities and the wider faith and race-based equity-deserving communities and organizations within the University of Toronto and externally. The incumbent is responsible for the fostering of a sense of responsibility for inclusivity among members of the University community. The incumbent plays a leading role in the development and delivery of educational curriculum and tools to increase awareness of faith and race related inclusion strategies, initiatives, and resources.

The Assistant Director, Faith and Anti-Racism works closely with senior academic and administrative leadership, Anti-Racism and Cultural Diversity Office, Sexual & Gender Diversity Office, Divisional and Campus Equity Offices, Multifaith Centre, and members of Campus organizations and multi-faith working groups, across the tri-campus.

The incumbent works in a complex environment that requires a high degree of sensitivity, responsiveness, and a need to maintain absolute confidentiality.

Qualifications Required:

I. EDUCATION:

Graduate degree in a related field (e.g., religious studies, theology, pastoral studies, anthropology, philosophy, student development and learning etc.) or an equivalent combination of education and experience. Evidence of scholarship in some area of professional work, and of engagement with relevant professional associations.

II. EXPERIENCE:

Minimum of five (5) years of related experience in progressively senior management positions within a university setting, a faith or interfaith organization, or a community development organization.

Minimum of five (5) years of demonstrated experience planning and implementing programs related to understanding religious diversity.

Demonstrated applied experience working with diverse religious communities. Experience working in contexts that engage religious pluralism, and spirituality more broadly.

The ability to create an inclusive environment that reflects equity and diversity at all levels.

An awareness of religious identities and their intersection with social identities; skills in and commitment to multi-faith dialogue and diversity & inclusion, not only in spiritual traditions but also in nationality, ethnicity, gender, race, culture, class, ability, and sexuality.

Experience working with an interfaith lens with an understanding of the history of harm sometimes associated with some religions, religious institutions and educational institutions, in particular with Canada's history of settler colonialism and Residential Schools.

III. SKILLS:

Relationship and partner (internal and external) development. Demonstrated success in initiating and building relationships with a diverse set of constituents, including students, staff, faculty, alumni, community members, and faith leaders. Knowledge of collegial governance practices, student development theories and other related aspects of a unique university environment. Highly developed leadership and communication skills (verbal and written); strong customer service skills, strong diplomacy skills. Excellent program design abilities with skills in the area of coaching others. Demonstrated

proactive approach to program implementation and problem solving. Strong research skills and evidence-based outcome assessment experience. Demonstrated ability and tact in working with faculty members, senior administrators and community organizations, effective team player. Ability to work across cultural and language differences.

Strong-keyboarding skills, thorough knowledge of Microsoft Office Suite and relevant collaborative online platforms (i.e., Teams, SharePoint, Zoom). Demonstrated success in strategic planning, and in the creation, administration and assessment of programs aimed at increasing understanding of religious diversity.

Ability to deal effectively with sensitive issues in an extremely diverse population of faculty, students, staff, and others. Lead others by maintaining a professional demeanor, approaching others in a tactful manner, reacting well under pressure, treating others with respect, accepting responsibility for one's own actions, and following through on commitments. Demonstrate adaptability by adapting to changes in the work environment, managing competing demands and exhibiting the ability to deal with frequent change, delays, or unexpected events.

IV. OTHER:

Ability to prioritize work, ability to deal with multiple demands with time-sensitive pressure, ability to work under constant pressure and stress; proven ability to exercise sound judgment, proven ability to deal with matters of extreme sensitivity and confidentiality. Demonstrated commitment to optimization of work efficiency and rationalization of procedures.

Closing Date: 08/18/2023,11:59PM ET

Employee Group: Salaried

Appointment Type: Budget - Continuing

Schedule: Full-Time

Pay Scale Group & Hiring Zone: PM 4 -- Hiring Zone: \$94,278 - \$109,993 --
Broadband Salary Range: \$94,278 - \$157,131

Job Category: People Strategy, Equity & Culture

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

Diversity Statement

The University of Toronto embraces Diversity and is building a culture of belonging that increases our capacity to effectively address and serve the interests of our global community. We strongly encourage applications from Indigenous Peoples, Black and racialized persons, women, persons with disabilities, and people of diverse sexual and gender identities. We value applicants who have demonstrated a commitment to equity,

diversity and inclusion and recognize that diverse perspectives, experiences, and expertise are essential to strengthening our academic mission.

As part of your application, you will be asked to complete a brief Diversity Survey. This survey is voluntary. Any information directly related to you is confidential and cannot be accessed by search committees or human resources staff. Results will be aggregated for institutional planning purposes. For more information, please see <http://uoft.me/UP>.

Accessibility Statement

The University strives to be an equitable and inclusive community, and proactively seeks to increase diversity among its community members. Our values regarding equity and diversity are linked with our unwavering commitment to excellence in the pursuit of our academic mission.

The University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment, assessment and selection processes as accessible as possible and provide accommodations as required for applicants with disabilities.

If you require any accommodations at any point during the application and hiring process, please contact uoft.careers@utoronto.ca.