



Director, Equity, Diversity and Inclusion, Faculty of Music - University of Toronto

The University of Toronto is one of the world's great universities, distinguished by an extraordinary depth and breadth of excellence. The **Faculty of Music** at the University of Toronto offers undergraduate, graduate and certificate/diploma programs in a range of focus areas. The Faculty is committed to preparing its students for successful careers in and beyond music by providing quality academic and artistic experiences in stimulating, inclusive and safe learning spaces.

The newly appointed Dean seeks a passionate and experienced equity, diversity and inclusion (EDI) professional to support the Faculty in its commitment to excellence, equity, diversity and inclusion. The **Director, Equity, Diversity and Inclusion (EDI)** works collaboratively with academic, administrative and student leaders to develop and implement initiatives aimed at advancing EDI within the learning and working environments across the Faculty of Music. **This is a full-time, inaugural role in a Faculty that is experiencing visionary new leadership.** With a comprehensive understanding of a range of diversity issues and resources related to the protected grounds as identified in the Ontario Human Rights Code, the Director educates, informs and advances principles and values of EDI through training, outreach and the provision of advice and information. Reporting to the Dean, the Director provides strategic guidance and advice to the Dean's executive team on matters of policy interpretation and practice concerning diversity, accessibility, equity, inclusion, freedom of speech and freedom of expression for learners, staff, faculty and visitors. The Director represents the Faculty of Music and the Dean's Office on EDI matters and is also responsible for identifying gaps and making recommendations for improving EDI practices.

The ideal candidate is a proven organizational leader with a successful record of advancing EDI within a complex organization. You have an excellent command of contemporary EDI concepts, paradigms and issues and are knowledgeable in current trends, legislation, and regulations in Human Rights in the context of higher education; you can critically analyze the range of EDI paradigms, their strengths and limitations, and articulate these to a diverse audience. Your strength and experience in research, identification and implementation of best practices of EDI complements your knowledge, skill and experience in mediation, investigations, and group facilitation. You have demonstrated research and analytical skills and excel at serving as an internal resource and consultant, working collaboratively with multiple stakeholders in sensitive contexts. You are well versed in organizational change and possess excellent communications skills, interpersonal skills and emotional intelligence. Your ability to manage difficult and emotionally charged interactions, and cross organizational and cultural boundaries with ease are aligned with your excellent judgment, sensitivity, analysis and decision-making skills.

If you're interested in this opportunity, contact Amorell Saunders N'Daw at asaundersndaw@kbrs.ca or Daniella Sam at dsam@kbrs.ca, or submit your application online at: <http://www.kbrs.ca/Career/15105>

Regularly named one of Canada's Top 100 Employers and one of Canada's Best Diversity Employers, the University of Toronto is strongly committed to diversity within its community and especially welcomes applications from racialized persons / persons of colour, women, Indigenous Aboriginal People of North America, persons with

disabilities, LGBTQ2S+ persons, and others who may contribute to the further diversification of ideas. Please note that all qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority. In accordance with the [Accessibility for Ontarians with Disabilities Act \(AODA\)](#), accommodation will be provided to individuals with disabilities throughout the recruitment process.

If you require accommodation in order to participate as a candidate in the recruitment process, please contact accommodate@kbrs.ca or communicate your needs to the recruitment professional named in the job description.