



UNIVERSITY OF  
**TORONTO**

# Careers at U of T

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## Opportunities for External Applicants

Opportunities posted in this section are open only to external applicants.

Current University of Toronto staff-appointed employees must apply to positions using the [Internal Opportunities section](#)

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## Executive Director, Equity, Diversity and Inclusion

### Job Number: 1901504

**Diversity Statement**

The University of Toronto is strongly committed to diversity

**Faculty / Division:** Human Resources and Equity

**Department:** Human Resources and Equity

**Campus:** St. George (downtown Toronto)

**Description:**

Established in 1827, the University of Toronto is Canada's largest university, recognized as a global leader in research and teaching. U of T's distinguished faculty, institutional record of ground-breaking scholarship and wealth of innovative academic opportunities continually attract outstanding students and academics from around the world.

**What You'll Be Doing**

Reporting directly to the Vice-President, Human Resources & Equity, the Executive Director, Equity, Diversity and Inclusion provides strategic oversight and vision in support of the University's efforts to create a diverse, equitable and inclusive learning and work environment where all members of the U of T community can fulfill their academic, research and employment goals.

Duties include:

- Provides strategic direction and coordination of the University Equity Offices, developing, growing and facilitating connections among a network of equity staff and leaders on campus.
- Develops and modifies policies, programs and educational programs to ensure that every member of the University community is afforded the right to study and work in an environment free of biases based on ancestry, colour, race, disability, sexual orientation, gender, gender identity, family status or any other protected grounds.
- Development of related professional development and educational initiatives for all levels of the University community, represents the University on relevant committees inside and outside the University community, and provides assistance, information, resources and referrals as appropriate.
- Works to increase awareness and enhance the capacities of students, staff and faculty to address issues of equity, diversity and inclusion.
- Acts as a liaison with internal legal counsel on matters pertaining to the Equity Offices that potentially affect the HR & Equity portfolio.
- Works closely with the broader equity team to provide advice and make recommendations to University decision-makers, senior administrators and others in leadership roles on matters of policy and practice concerning anti-racism, cultural diversity, sexual orientation, gender, gender identity, access and freedom of speech and freedom of expression for students, staff and faculty.

within its community and especially welcomes applications from racialized persons / persons of colour, women, Indigenous / Aboriginal People of North America, persons with disabilities, LGBTQ persons, and others who may contribute to the further diversification of ideas.

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>.

## **What We Value**

Clear communication, innovation, empathy and a dedication to excellence are just a few of our core values. The incumbent works in a complex environment that requires a high degree of sensitivity, responsiveness and a need to maintain absolute confidentiality. We are looking for a person who understands this culture and will thrive within a team of people passionate about delivering the best work possible.

## **Qualifications:**

### **Desired Skills and Experience**

#### **Education:**

Graduate degree or an equivalent combination of education and experience.

#### **Experience:**

- Minimum ten (10) years related experience, preferably in a University setting, and in progressively senior positions.
- Demonstrated deep leadership experience as an administrative leader in a large and complex institution. Experience leading and advancing equity within a post-secondary environment or similar complex organization.
- In-depth experience in and a thorough understanding of complex and intersectional issues related to inclusion, equity and diversity as they relate to the student experience and the workplace.
- Demonstrated commitment to the principles and issues of equity and human rights, and a track record of success with these issues in a complex and diverse environment.
- Demonstrated skills and experience developing cultural fluency in a range of audiences of varying understanding.
- Expert understanding of the Canadian Charter of Rights and Freedoms, the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA).

#### **Skills:**

Excellent interpersonal, communication, facilitation and mediation skills; experience developing and providing professional development and education.

#### **Other:**

Ability to engage with various stakeholders and members of the University community and connect and

build rapport with student, faculty and staff groups; ability to work within a team; research skills; project management and resource development skills; ability to operate at the strategic, policy and operational levels; highly developed leadership skills; highly developed organizational and program development skills.

Commitment and sensitivity to matters related to the student experience, educational opportunity and employment within a broader anti-racism and cultural diversity strategy that will also include all other protected grounds; demonstrated analytical ability and ability to use initiative and good judgment in decision making. Willingness to work outside of normal working hours.

**Travel:** Limited

**Employee Group:** Professional / Managerial

**Appointment Type:** Budget - Continuing

**Schedule:** Full-time

**Pay Scale Group and Hiring Rate:** PM 8 -- Hiring Zone: \$136,870 - \$159,682 -- Broadband Salary Range: \$136,870 - \$228,117 (Open)

**Job Field:** Human Resources and Equity

**Job Posting:** Apr 29, 2019

**Job Closing:** May 17, 2019, 11:59:00 PM

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