



Assistant Dean, Equity, Diversity and Inclusion - Faculty of Law, 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 Law is one of the oldest professional faculties at the University of Toronto, with a long and illustrious history. Today, it is one of the world's great law schools, a dynamic academic and social community with more than 50 full-time faculty members and up to a dozen distinguished short-term visiting professors from the world's leading law schools, as well as around 800 undergraduate and graduate students. The faculty's rich academic programs are complemented by its many legal clinics and public interest programs, and its close links to the faculty's more than 10,000 alumni, who enjoy rewarding careers in every sector of Canadian society and remain involved in many aspects of life at the law school.

The Faculty of Law is committed to ensuring that our law school is accessible to and inclusive of talented students from all segments of society. Our vision is a law school and legal profession that fully reflect the diversity of our society where all members of our community feel a sense of belonging and supported to reach their full potential.

The Faculty of Law seeks an Assistant Dean, Equity, Diversity and Inclusion (EDI) to work collaboratively with the academic, administrative and student community in the development and implementation of a strategic plan for the law school's commitments to EDI. This inaugural role will oversee the implementation of a range of programs, initiatives and supports that aim to advance EDI within the learning and working environments at the Faculty of Law. Reporting to the Dean, with a dotted line to the University's Executive Director, Equity, Diversity and Inclusion (EDI), the Assistant Dean, Equity, Diversity and Inclusion acts as a key point of contact and expert resource for staff, faculty and students at the Faculty of Law and works closely with the Faculty CAO, the Professional Faculties Human Resources Office, the University's EDI Office and the University's Office of Workplace Investigations to ensure appropriate and timely resolution of reported issues, concerns and/or violations of the Ontario Human Rights Code, the Human Resources Civility Guidelines and Guidelines for Complaints of Prohibited Discrimination and Discriminatory Harassment.

As the Ideal Candidate, you are a proven organizational leader with a successful record of advancing equity, diversity, and inclusion within a complex organization. You have an excellent command of contemporary diversity, equity, and inclusion concepts, paradigms, and issues (e.g., recruitment and retention, access and equity, the educational impact of diversity, policy and legal dynamics of diversity). Knowledgeable in current trends, legislation, and regulations in Human Rights in the context of higher education, you can critically analyze the range of EDI approaches and practices, their strengths, and limitations, and articulate these to a diverse audience.

Your strength and experience in research, identification and implementation of best practices of equity, diversity and inclusion 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 often complicated by the presence of competing perspectives or interests.

You understand the elements and dynamics of organizational change and possess excellent communications skills, interpersonal skills and emotional intelligence. Your ability to manage difficult and emotionally charged interactions, and ability to cross organizational and cultural boundaries with ease, adapting language and style to the context both in person and at a distance are aligned with your excellent judgment, sensitivity, analysis, and decision-making skills.

Candidates will have a graduate degree in a relevant area of study, preferably with a focus on dispute resolution, human rights, diversity, equity and inclusion or acceptable equivalent combination of education and experience. J.D. degree is preferred.

If you're interested in this opportunity, contact Amorell Saunders N'Daw at asaundersndaw@kbrs.ca or Debra Clinton at dclinton@kbrs.ca, or submit your application online at: <http://www.kbrs.ca/Career/15095>

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, LGBTQ 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 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.