



## **Wilfrid Laurier University**

### **Associate Vice President: Equity, Diversity and Inclusion**

*Laurier's Waterloo and Brantford campuses and Kitchener location are located on the shared traditional territory of the Neutral, Anishnaabe and Haudenosaunee peoples. This land is part of the Dish with One Spoon Treaty between the Haudenosaunee and Anishnaabe peoples and symbolizes the agreement to share, protect our resources and not to engage in conflict. Laurier's Milton campus will be located on the traditional territory of the Mississaugas of the Credit, and part of the Nanfan Treaty of 1701.*

Wilfrid Laurier University (Laurier) stands as a multi-campus institution known for its commitment to providing a highly personalized educational experience. As a comprehensive university boasting a thriving community of over 20,000 students, Laurier is also known for pursuing a wide array of research concentrations while steadfastly maintaining its reputation for delivering over 100 exceptional undergraduate and graduate programs. With a legacy of leadership in higher education now spanning over a century, Laurier has consistently delivered a transformative educational experience for learners and all who make up the community—an ethos deeply ingrained in the university's mission to inspire lives of leadership and purpose.

It is within this context that Laurier invites nominations and applications for the position of Associate Vice-President: Equity, Diversity and Inclusion (AVP: EDI).

As the foremost EDI leader at Laurier, the AVP: EDI will be a strategic and patient leader, champion and advocate at Laurier for equity, diversity, social justice, disability justice, anti-racism, human rights and inclusion initiatives. Reporting to the Provost & Vice-President Academic, and as a member of the President and Vice-Chancellor's cabinet of senior executives, the AVP: EDI will advance Laurier's EDI objectives, which encompass fostering a culture of cultural proficiency and safety for faculty, staff, students, and the wider community. Among other areas of focus, the AVP: EDI will further advance the needs of equity-deserving communities while fortifying both internal and community partnerships aimed at fostering a more inclusive and equitable environment. Finally, of note, there is an important relationship between the Associate Vice-President: Indigenous Initiatives and the AVP: EDI at the university; the leaders work closely in pursuit of similar aspirational goals across Laurier's campuses.

## **Qualifications**

Among the qualifications being sought in candidates, the incoming leader must have a deep and abiding commitment to advancing reconciliation, equity, diversity, and inclusion in all its forms and must believe, intrinsically, in the importance of leading with curiosity and welcoming ideas that can later be synthesized and turned into possibility. While all candidates are encouraged to apply and, in so doing, share how they see themselves adding value to the Laurier environment, the following credentials and/or experiences are seen as possible markers of the candidates most likely to realize success in the role: A) proven experience as an organizational and/or community leader who has made significant contributions to the area of EDI; B) a track record of making significant contributions (whether academic and/or community-based) to EDI-related knowledge and practice; C) experience championing large scale-initiatives, setting and implementing strategy, and change management; and, D) a scholarly background that will enable the successful candidate to join the faculty or librarian complements of one of Laurier's Faculties or Library.

The AVP: EDI will hold this administrative appointment for a five-year term, subject to renewal for a further term, as well as a permanent librarian or tenured faculty appointment in a department aligned with their teaching and research/scholarship/creative practice.

## ***How to Apply***

*Wilfrid Laurier University endeavors to fill positions with qualified candidates who have a combination of education, experience, skills and abilities to successfully perform the duties of the position while demonstrating Laurier's Employee Success Factors.*

*Equity, diversity, and creating a culture of inclusion are part of Laurier's core values and central to the Laurier Strategy. Laurier is committed to increasing the diversity of faculty and staff and welcomes applications from candidates who identify as Indigenous, racialized, having disabilities, and from persons of any minority sexual and gender identities. Indigenous candidates who would like to learn more about equity and inclusive programming at Laurier are welcome to contact the Office of Indigenous Initiatives. Candidates from other equity-deserving groups who would like to learn more about equity and inclusive programming at Laurier are welcome to contact Equity & Accessibility. We have strived to make our application process*

accessible; however, if you require any assistance applying for a position or would like this job posting in an alternative format, please contact Human Resources. Contact information can be found at [careers.wlu.ca/content/How-to-Apply/](https://careers.wlu.ca/content/How-to-Apply/)

Laurier is partnering with BIPOC Executive Search to ensure an applicant list that is diverse and is as intersectional as possible. **All interested applicants can send their resume to Deborah Miller and Jason Murray by e-mailing [dmiller@bipocsearch.com](mailto:dmiller@bipocsearch.com), or can apply through the BIPOC Executive Search mobile app.**

In accordance with the AODA Act, for applicants living with a disability accommodation will be provided throughout the search process. Should accommodations be required, please make Deborah Miller aware by using the above address.

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.

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