Vice-President, Equity, People and Culture

Toronto, Ontario

York University recognizes that many Indigenous Nations have longstanding relationships with the territories upon which York University campuses are located that precede the establishment of York University. York University acknowledges its presence on the traditional territory of many Indigenous Nations. The area known as Tkaronto has been care taken by the Anishinabek Nation, the Haudenosaunee Confederacy, and the Huron-Wendat. It is now home to many First Nation, Inuit and Métis communities. We acknowledge the current treaty holders, the Mississaugas of the Credit First Nation. This territory is subject of the Dish with One Spoon Wampum Belt Covenant, an agreement to peaceably share and care for the Great Lakes region.

Founded in 1959, York is the third-largest university in Canada, with a strong community of 8,900+ faculty and administrative staff, 54,500+ students, including approximately 6,000 graduate students, and over 360,000 alumni. York is a comprehensive, internationally recognized university providing a broad sociodemographic of students access to a high-quality learning experience at a research-intensive university committed to the well-being of the societies we serve.

York is a multi-campus University with 11 faculties and 25 research centres that have partnerships with 200+ leading universities worldwide. The vision and priorities of the University are set out in the University Academic Plan 2020-2025, shaped by values as a progressive, inclusive, equitable and sustainable community. York offers students diverse experiential learning opportunities in innovative learning environments, unique cross-disciplinary programming and community-engaged research opportunities, and a commitment to bringing its scholarly, research, and creative activities to bear in making the world a better place.

York University has created a unique space in higher education, linking together access, connectedness, excellence, and impact. The University’s forward-looking ways of thinking drive teaching and research excellence. York students receive the education they need to create big ideas that make an impact on the world. York students and graduates push limits, achieve goals, and find solutions to the world’s most pressing social challenges, empowered by a strong community that opens minds.

Reporting directly to the President and Vice-Chancellor, the Vice-President, Equity, People and Culture (EP&C) will lead a team including AVPs of Human Resources, Labour Relations, Indigenous Initiatives, and Faculty Affairs, along with the Executive Director, Centre for Human Rights, Equity and Inclusion. A member of the University’s leadership team, the VP EPC is responsible for ensuring that people, organizational culture, and principles of equity, inclusion, and decolonization are key considerations in developing and implementing the University’s strategy, priorities, policies, services, and operating principles. The Vice-President will lead and inspire the development and implementation of a progressive strategy that will advance the University’s mission and cultivate an equitable, inclusive,
respectful, engaged, healthy work environment and positive organizational culture for faculty, staff, and students.

With an advanced degree and senior-level administrative leadership experience in a large, complex organization, ideally in higher education or the public sector, you have a record of success leading organizational change and are deeply committed to advancing equity, diversity, inclusion, decolonization, and human rights. You have relevant experience working in a unionized environment and a track record of fostering healthy organizational cultures. Strategic, collegial, consistent, and fair, you have led and motivated teams in complex environments. This is your opportunity to lead an innovative and responsive Equity, People and Culture portfolio to support the transformative power of a York University education.

York University is an Affirmative Action (AA) employer and strongly values diversity, including gender and sexual diversity, within its community. The Affirmative Action Program can be found at acadjobs.info.yorku.ca/affirmative-action or by calling the AA office at 416-736-5713. The University welcomes applications from all qualified individuals, including individuals within the University's employment equity categories of women, persons with disabilities, members of visible minorities, aboriginal persons, individuals of diverse gender and sexual orientation, and all groups protected by the Human Rights Code. York University is committed to employment equity, diversity, inclusion, and decolonization and a positive and supportive environment. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents and others legally entitled to work in Canada for York University will be given priority.

Applicants wishing to self-identify can do so by downloading, completing, and submitting the forms found at: acadjobs.info.yorku.ca/affirmative-action/self-identification-form. Please submit completed forms to jwinship@caldwell.com.

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), accommodation will be provided throughout the recruitment process to applicants with disabilities.

Applications will be reviewed immediately upon receipt. All responses to Caldwell Partners are confidential; please indicate your interest in Project 230348 at caldwell.thriveapp.ly/job/1073.