



Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:

Toll Free Phone: (866) 225-9067

Toll Free Fax: (877) 825-7564

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Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/06/30

Diversity, Equity And Inclusion (DEI) Lead, Complaints And Practice Investigations

Job ID	C0-40-FB-EE-0F-56
Web Address	https://careers.indigenous.link/viewjob?jobname=C0-40-FB-EE-0F-56
Company	College Of Physicians And Surgeons Of BC
Location	Vancouver, British Columbia
Date Posted	From: 2024-04-29 To: 2024-10-26
Job	Type: Fixed-term Category: Health Care
Job Salary	The Compensation Range For This Position Is \$80,216 To \$100,270 Per Year.
Languages	English

Description

Full-time, contract (two years)

Position summary

The College acknowledges that many diverse communities have experienced significant health disparities when compared to the general population, such as sexual/gender diverse, racialized, and neurodiverse individuals, persons living with disabilities, or children and youth. We appreciate there are many other communities affected by health disparities and recognize the importance of intersectionality. These disparities are rooted in social and cultural issues that have served to disadvantage these communities and perpetuate harm through discrimination. The College embraces the opportunity to learn from these communities, with the goal of ensuring that the services we deliver are safer and more accessible.

The complaints and practice investigations department is seeking a DEI lead who will be responsible for humanizing all aspects of the complaint investigation experience; ensuring that patients and/or their representatives feel safe to actively participate in a complaint process and that those involved in the process have a deep awareness and familiarity with the principles of diversity, equity, and inclusion.

The diversity, equity and inclusion lead works within the complaints and practice investigations (CPI) team and reports to the deputy registrar, complaints and practice investigations. This role collaborates with other members of the team, other departments, and external partners to execute on the specific recommendations of the College's external reviews related of the complaints process, other reports such as Health Equity for Sexual and Gender Diverse Communities (Believe Me) and the new Health Professions and Occupations Act (HPOA). The role will lead the transformation of the College's complaint process to one that meets the needs of all sexual orientations/gender identities, racialized populations, children/youth and other protected rights, emphasized by the language in the HPOA.

As part of our commitment to employment equity, we encourage applications from individuals with lived experience as a member of a historically underrepresented community, including Indigenous Peoples, racialized individuals, persons with disabilities, and 2SLGBTQ+ individuals. The College acknowledges that not everyone is able to publicly disclose these identities and experiences, nor is this disclosure required. However, if comfortable, applicants can self-identify in their cover letter or in communication with the human resources team.

The compensation range for this position is \$80,216 to \$100,270.

Please view the detailed posting at this link:

<https://can241.dayforcehcm.com/CandidatePortal/en-US/cpsbc/Posting/View/353>

The College is committed to our ongoing journey to be a diverse, equitable and inclusive place to work. All interested applicants, regardless of age, family or marital status, physical or mental disability, race, colour, religion, place of origin, and ancestry, Indigenous identity, gender identity or expression, sex, sexual orientation political belief, socio-economic background, criminal conviction or any other characteristic protected by applicable law, are strongly encouraged to apply. Accommodations are available upon request for candidates taking part in the recruitment and selection process. The College values the strength diversity brings to our workplace, so if you're excited about a career at the College but your past experience doesn't align perfectly with the current job postings or you are not ready to apply yet, we encourage you to create an employee profile in the careers portal and our HR team will be able to see your skills and

proactively match you with other roles more closely aligned to your experience and skillset.

We thank all applicants for their interest; however, only those selected for interview will be contacted.

The College of Physicians and Surgeons of BC is located on the unceded and traditional territory of the Coast Salish peoples, including the territories of the hÉ™n'q'É™min'É™m' speaking peoplesâ€•the xÉ™mÉ™Í, kÉ™É™y'É™m (Musqueam) and sel'Á-l'wíulh (Tsleil-Waututh) Nations, and the Sá,µwxì±wÁ°7mesh-úh SnÁ-chim speaking peoplesâ€•the Sá,µwxì±wÁ°7mesh (Squamish) Nation.

We acknowledge the rights and title of BC First Nations whose territories span across the province. These territories recognize that laws, governance, and health systems tied to lands and waters have existed here since time immemorial.

Experience

five to seven years of lived or other relevant experience working in DEI; previous experience as a DEI manager, diversity officer or in a similar role, with a focus on implementing successful DEI programs or process changes an asset strong understanding of 2SLGBTQIA+ communities and some of the complexities and barriers that they encounter-an ideal candidate understands the social determinants of health and can describe the ways those social factors influence the health and well-being of people in these communities.

previous experience working in the health-care sector, as a health-care provider, advocate, support, or combination of related personal or professional experiences

in-depth knowledge of DEI principles, best practices and emerging trends in diversity and inclusion

restorative resolution, reconciliation, mediation and/or alternative dispute resolution (ADR) training or substantial expertise gained through right experience and comprehensive understanding of trauma-informed practices within the context of healing and promoting reconciliation.

skills in applicable areas of conflict resolution, critical incident/trauma management, investigation and facilitation are preferred.

sensitivity to cultural differences and a commitment to promoting equity and fairness

proven skills in complex problem solving, planning, change management and group process mapping.

ability to lead projects and direct and oversee teams on a project basis

strong interpersonal and team-based skills and the ability to respectfully and positively motivate and influence others to embrace and act on DEI initiatives

demonstrated ability to build rapport and foster relationships with internal and external partners as well as within and between agencies

excellent verbal, written and presentation communication skills

experience with the Microsoft Office suite and some experience with databases

Credentials

certification in equitable/inclusive leadership (i.e. Canadian Certified Inclusion Professional, or similar) is an asset, however, the College recognizes that lived experience is relevant and those without such certification are strongly encouraged to apply

How to Apply

Click "Apply Now"