



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.Link's 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
L9 P23 R4074 HWY 596 - Box 109
Keewatin, ON P0X 1C0

Job Board Posting



Careers.Indigenous.Link

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Director, Inclusion & Diversity

Job ID	00-49-F5-80-C0-36	
Web Address	https://careers.indigenous.link/viewjob?jobname=00-49-F5-80-C0-36	
Company	Rogers Communications	
Location	Toronto, Ontario	
Date Posted	From: 2021-03-16	To: 2021-05-15
Job	Type: Full-time	Category: Human Resources
Job Start Date	As soon as possible	
Languages	English	

Description

Director, Inclusion & Diversity

The Director, Inclusion & Diversity (I&D) reports to the Vice President of Organizational Development & Learning and is integral to driving the strategic direction of Inclusion & Diversity at Rogers. This role is responsible for providing Inclusion & Diversity guidance, expertise and leadership to the organization as well as engage with external stakeholders and partners in support of Rogers journey.

Overall Responsibilities

The incumbent of the role will take an enterprise-wide approach to I&D and act as key partner and consultant to HR Business Partners, Business Leaders, the Inclusion & Diversity Council and key stakeholders (e.g. Employee Resource Group, Black Leadership Council, etc.). Along with their team, they will provide coaching and guidance on I&D best practices and unite the various stakeholder groups to drive the strategy forward. They will drive and measure progress against Rogers I&D Strategy and provide solutions and connections to enable a more engaged workforce, one that mirrors the customers we serve, and best positions our teams to foster and amplify our culture of inclusion.

This will include:

- Lead and execute on Rogers I&D 2025 strategy by establishing cross functional teams and embedding I&D initiatives into business priorities
- Reset the I&D Council and report progress against the Company's diversity strategy both internally and externally
- Conduct the yearly employment equity filing as required by federally regulated companies
- Work closely with key business units in pursuing an integrated diversity, equity and inclusion agenda across the entire enterprise
- Proactively foster relationships with business leaders to develop and implement high impact diversity initiatives in-line with business priorities. Ensure that diversity, equity and inclusion principles are built into functional and overall business plans
- Provide executive support on all I&D matters, consultancy and subject matter expertise to business leaders. Maintain up-to-date knowledge of business trends that focus on diversity and inclusion
- Identify root causes of barriers to progression and develop and implement programs and strategies to close the gaps
- Develop I&D dashboards and methods for the analysis of metrics to measuring progress and effectiveness of the I&D strategy
- Help support the development of HRBP as it pertains to I&D
- Work closely with COE members across HR to assist with the review of programs and practices in support of a more inclusive and diverse environment
- Partnering with our internal communications team to support messaging and storytelling architecture that captures a clear and consistent vision for the company around the Rogers I&D Strategy
- Collaborating with other Talent Acquisition and organizational development team to develop curriculum to increase inclusion & diversity and engagement awareness and skills
- Understanding best practices and external and competitor market trends in relation to Inclusion & Diversity and how they could translate to meaningful initiatives for Rogers
- Ensuring ongoing compliance with all applicable legislation and ensuring all internal process and procedures are adhered to and to recommend process improvements
- Networking in the HR and external practice community to build a partnership relationship and relevant communities

Experience

Qualifications

- Experience working in diversity, equity and inclusion
- Experience in program design and execution from concept to launch
- Proven ability to build strong relationships at all levels (incl. with senior executives)
- Demonstrated leadership experience (direct & matrix) - engaging and empowering the team in the design, implementation and maintenance of various programs and processes
- Excellent interpersonal and communication skills, both verbal and written
- Proven ability to influence cross-functionally
- Proven ability in project management and working effectively under pressure in a fast-paced environment
- Experience in HR would be an asset

How to Apply

Click Apply Now!