



# 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: 2024/05/18

## Director, Research, Planning and Assessment

<b>Job ID</b>	<b>380474-1-5109</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=380474-1-5109">https://careers.indigenous.link/viewjob?jobname=380474-1-5109</a>	
<b>Company</b>	Toronto Metropolitan University	
<b>Location</b>	Toronto, ON	
<b>Date Posted</b>	From: 2024-04-23	To: 2050-01-01
<b>Job</b>	Type: Part-time	Category: Education

### Description

#### About Toronto Metropolitan

At the intersection of mind and action, Toronto Metropolitan University (TMU) is on a transformative path to become Canada's leading comprehensive innovation university. Integral to this path is the placement of equity, diversity and inclusion as fundamental to our institutional culture. Our current academic plan outlines each as core values and we work to embed them in all that we do. TMU welcomes those who have demonstrated a commitment to upholding the values of equity, diversity, and inclusion and will assist us in realizing the benefits of embedding these values into the work at every level and in every unit of the university. In addition, to correct the conditions of disadvantage in employment in Canada and to bring lived experiences to the work, we encourage applications from members of equity deserving groups that have been historically disadvantaged and marginalized, including First Nations, Metis and Inuit Peoples in Canada, First Nations Peoples in the United States, racialized people, Black people, persons with disabilities, women, and 2SLGBTQ+ people. Preference will be given to candidates with lived experiences as people from equity deserving groups, as well as experience working with these communities with which the University works every day. Please note that all qualified candidates are encouraged to apply and we welcome newcomers and immigrants to Canada. In April 2022, the university announced its new name of Toronto Metropolitan University. Learn more about our next chapter. The team

#### About the Office of the Vice-President, Equity and Community Inclusion (OVPECI)

The Office of the Vice-President, Equity and Community Inclusion (OVPECI) provides leadership to ensure that equity, diversity, and inclusion are a central focal point for the University community through strategic initiatives, policies, programs and practices. Since its creation in 2012, the OVPECI has fostered dialogue and partnerships, establishing a strong campus presence that provides a range of consultation services, educational events and resources.

The Human Rights Services unit works with members of the TMU community to promote an equitable and inclusive study, work and living environment free of discrimination and harassment. Using a holistic approach, Human Rights Services advocates for a community where the dignity and human rights of all its members are respected and upheld. Indigenous Initiatives builds internal and external partnerships with TMU students, faculty, staff and the broader Indigenous community in order to advance the priorities of the Indigenous Education Council. These priorities include student

success, teaching, learning, research, community engagement and capacity building. The Accessibility unit works to identify, remove and prevent barriers to inclusion for persons with disabilities, and in so doing make TMU an accessible learning and working environment. The Research, Planning and Assessment unit oversees TMU's employee and student diversity self-id surveys, develops evidence based tools and reports, and provides consultation services related to understanding and incorporating data into plans, decisions and actions. The Education, Awareness and Outreach unit provides students, faculty and staff with opportunities to advance their own education and awareness around equity, diversity and inclusion.

To learn more about us visit at <https://www.torontomu.ca/equity/about-ovpeci/>

### The Opportunity

The OVPECI is looking for a Director Research, Planning and Assessment to join the team and provide effective strategic leadership of the University diversity self-id programs, centring human rights in the collection, analysis and reporting of the data. In this role, you will offer evidence-based, strategic advice and tools to leaders, faculty and staff in support of the use of data and evidence from research to advance equity, diversity, inclusion and accessibility in education and employment offered at the University. You will also develop, manage and implement the institution's diversity data strategy and frameworks, in consultation with diverse stakeholders, committees and working groups within the University, to build capacity and engagement, and support the University's strategic initiatives. This position reports directly to the Vice President, Equity and Community Inclusion. Other responsibilities will include:

- Leading the effective management and administration of the resources and day-to-day operations of the Research, Planning and Assessment unit within OVPECI, ensuring financial and human resources affairs are handled in accordance with University policies, procedures, processes and unit goals and objectives as established by the Vice President, Equity and Community Inclusion.
- Collaborating with internal staff, campus partners with academic and administrative faculties, divisions and departments across the university, and contributes to the development of short- and long-term strategies and plans required to enact university values of equity, diversity and inclusion in all functions of the institution.
- Developing, recommending and implementing Human Rights centered and decolonized strategies and actions to collect, analyze and communicate about diversity self-id data, together with qualitative data (e.g. interviews, focus groups, etc.) and information using various methodologies including consultations with people from equity deserving groups, available the literature and other potential data sources.
- Developing a data research infrastructure including relevant data collection tools, methodologies, information management software, processes and knowledge mobilization systems.
- Co-chairing the Student Diversity Data Advisory Committee, together with the Director, Institutional Budgets and Research, University Planning Office, to bring a variety of institutional perspectives and expertise to the collection, analysis and reporting of student diversity self-id data in support of and compliance with institutional plans, priorities and policies.
- Leading as the EDI expert to support the Canada Research Chair (CRC) program.
- Liaising with and advising central administration in the interpretation and application of University policies, procedures, collective agreements, legislation on issues related to collection, access to and

use of diversity self-id data.

- Supporting and leading research and analysis related to equity, diversity, inclusion and decolonization, upon request.
- Creating and fostering a work environment and culture characterized by respect, fairness, inclusion, innovation, professionalism, collaboration, continuous learning, and accountability.
- Attending events, seminars and conferences, and undertaking educational programs to represent OVPECI and share expertise and build networks of support and collaboration.

### Qualifications

To help us learn more about you, please provide a cover letter and resume describing how you meet the following required qualifications:

- Completion of a Masters degree in Social Sciences, Social Work or a related field, with a focus on anti-oppression, equity, diversity and inclusion, social justice and data collection and analysis, or equivalent knowledge and expertise development in another form.
- Minimum eight (8) years of experience in a senior role in applied institutional EDI research, including workforce and educational planning in a post-secondary environment, as well as project management.
- Demonstrated experience in managing institutional research projects and activities from inception to completion, including monitoring & coordinating activities.
- Experience obtaining relevant Statistics Canada data, including Census data and using it help identify gaps and systemic issues.
- Experience working with communications specialists to create inclusive and accessible reports, videos and other materials, messaging and social media presence to promote self-identification and engagement with data.
- Good understanding of the role of Human Rights legislation and guidelines.
- Leadership, ability to develop short and long term department plans and strategies to connect institutional data, diversity data, qualitative data and evidence from research.
- Ability to bring about institutional change through partnerships and relationship building.
- Ability to influence leadership at various levels by bringing insights, perspectives, knowledge and experiences to provide equitable opportunities and create inclusive environments to move beyond recruitment to retention of under- represented groups.
- Experience leading and managing staff in a unionized environment with an ability to provide equitable and inclusive leadership for staff and student employees on the Research, Planning and Assessment team, so that they can achieve their potential.
- Demonstrated expertise in successfully designing and directing quantitative and qualitative institutional research that centers on human rights.
- Knowledge of institutional research policies and processes including the ways in which equity, diversity and inclusion, and human rights provide guidance on shaping institutional research design and implementation.
- Excellent (oral/written/interpersonal) communication and presentation skills, with the ability to effectively convey complex information to a variety of stakeholders.
- Results oriented and solution focused skills.
- Well-developed critical thinking and problem-solving skills;
- Strong computer proficiency and knowledge of various systems and software applications, including Google Suite.

- Availability to be on University campus a minimum of 3 days per week (can vary depending on operational requirements).

#### Additional Information

Position Number(s) 20005008

Reports To Vice President, Equity and Community Inclusion

Department Office of the Vice President, Equity and Community Inclusion

Vacancy Type FTCE

Employee Group MAC

Work Location Hybrid - (with majority of time on campus in person) At least 3 days a week on campus

Start Date ASAP

End Date N/A

Hours of Work 36.25

Grade D62

Salary Scale \$104,131 - \$166,339

Hiring Salary Range -

TA Specialist -

Posting Date April 22, 2024

Application Close Date May 13, 2024

#### Additional Notes:

- An equivalent combination of education and experience may be considered.
- Applicants who do not meet all of the posted qualifications may, upon the University's sole discretion, be considered to fill a vacancy on an underfill basis.
- Candidates must have a demonstrated record of dependability/reliability and a commitment to maintain confidentiality.
- We encourage all First Nations, Metis and Inuit peoples or Indigenous peoples of North America, to self-identify in their applications.

As part of the selection process, candidates may be required to complete an occupational assessment. Applications will only be accepted online through Toronto Metropolitan University's career site. Toronto Metropolitan University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA), and aims to ensure that independence, dignity, integration and equality of opportunity are embedded in all aspects of the university culture.

We will provide an accessible experience for applicants, students, employees, and members of the Toronto Metropolitan University community. We are committed to providing an inclusive and barrier-free work environment, beginning with the recruitment process. If you have restrictions that need to be accommodated to fully participate in any phase of the recruitment process, please submit your request through the AskHR webform. All information received in relation to accommodation will be kept confidential.

For more information, visit Toronto Metropolitan University for Director, Research, Planning and Assessment

