



# 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, Human Rights Services

<b>Job ID</b>	<b>380532-1-1225</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=380532-1-1225">https://careers.indigenous.link/viewjob?jobname=380532-1-1225</a>	
<b>Company</b>	Toronto Metropolitan University	
<b>Location</b>	Toronto, ON	
<b>Date Posted</b>	From: 2024-04-25	To: 2050-01-01
<b>Job</b>	Type: Full-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 <https://www.torontomu.ca/equity/about-ovpeci/human-rights-services/>

## The Opportunity

The OVPECI is looking for a Director of Human Rights Services to join the team and lead the provision of strategic and systemic advice to Toronto Metropolitan University (TMU) on human rights-related issues, risks, liabilities, and growth opportunities, with focus on the cultural and transformational shifts needed to develop TMU as a human rights-centered campus. As a Director, you will be accountable for the implementation and management of complaints and investigations under the Discrimination and Harassment Prevention Policy (DHPP) and the Sexual Violence Policy (SVP). You will provide advice to the Vice-President, Equity and Community Inclusion (VP, ECI), while also advising and coaching other Executives and Senior Management with respect to human rights issues, obligations and risk management, and ensure compliance with human rights and sexual violence legislation. You will ensure that policies, procedures and resources are implemented appropriately to uphold the core human rights values within the TMU community. This position reports directly to the Vice President, Equity and Community Inclusion. Other responsibilities will include:

- Providing critical assessment of risks to the VP, ECI and the University Executive and Senior Management on human rights and sexual violence issues and recommends strategies to ensure effective management of crisis/high risk incidents and issues. Serving as a key member of the Issues Management Team and Enterprise Risk Management Team to provide advice and guidance to the President's and Provost's offices, with the specific focus of mitigating risks faced by the University and its community.
- Overseeing the collection and analysis of data from the Human Rights Services' complaint resolution program and reports annually to the TMU community through a robust annual report on emerging and systemic human rights trends.
- Supporting the VP, ECI and participates in reporting on human rights and sexual violence matters to the University Executive and Senior Management, and the Board of Governors, in fulfillment of legislative and policy reporting requirements.
- Monitoring and reviewing developments in human rights and sexual violence law and practice and ensures TMU human rights policies and processes are current and in compliance with the University's legal obligations. Ensuring that Human Rights Services is meeting additional commitments and vision outlined in the Strategic Plan, the Academic Plan, Collective Bargaining agreements and other university-wide commitments.
- Managing the day-to-day operations and program administration of the Human Rights Services (including the budget) and leading a high-functioning team, ensuring that the staff are positioned to

effectively handle and resolve discrimination, harassment and sexual violence complaints/reports in accordance with university policies and legal obligations.

- Consulting and supporting legal counsel regarding University responses to human rights complaints filed through external legal avenues, including union grievances proceeding to arbitration, civil lawsuits and applications to the Human Rights Tribunal of Ontario.
- Maintaining open communication and developing relationships with external stakeholders, such as the Ombudsperson's office, Student Unions, Faculty and Staff Unions etc. Engaging in stakeholder management and partnership building to plan, develop and implement strategic initiatives to support Human Rights Services' mandate and objectives.
- Coordinating the development of tools and resources to share human rights and sexual violence research and best practices with the TMU community, including with a focus on resources, training and coaching for senior leaders.
- Leading cultural and transformative change across the University to position TMU as a human rights-centered university. Promoting a focus on the shared responsibility for creating and sustaining human rights promotion and protection by galvanizing ownership at all levels of leadership, and more broadly, the entire TMU community.
- Exploring and establishing robust alternative resolution mechanisms including restorative justice.

#### 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 Master's degree program, Juris Doctor (JD) or equivalent.
- A minimum of 4 years additional training in human rights and sexual violence related investigations and policy development.
- At least 7 years of direct and extensive experience in dispute resolution, to include the investigation and handling of complex human rights issues to successful conclusion.
- Must have a good working knowledge of systemic human rights issues within Ontario.
- Proven experience working to combat anti-racism (anti-Black racism, anti-Indigeneity, Islamophobia, anti-Semitism and anti-Asian racism), sexism, homophobia and transphobia, among others.
- Extensive working knowledge and application of relevant legislation, theory and practice, including Accessibility for Ontarians with Disabilities Act (AODA), Occupational Health and Safety Act, Ontario Human Rights Code, etc.
- Proven experience in the promotion and education of human rights.
- Demonstrated commitment and track record of upholding the values of equity, diversity, inclusion and decolonization.
- Proven experience working with diverse populations, especially those represented by the TMU community.
- Experience in policy development, research and analysis, and case management.
- The development, delivery and evaluation of human-rights focused training/education programs.
- Experience in a higher education setting is preferred.
- Experience in designing and delivering training workshops related to EDI and Human Rights, with strong presentation skills.
- Must have experience leading a team of professional staff handling human rights cases.

- Oral and written communication skills, to include annual report writing; writing strategic plans, debriefing reports, recommendations, and research papers.
- Knowledge of human rights legislation, legal principles, current case law and human rights decisions, with a working knowledge of anti-oppression and anti-racism models.
- Leadership and people management skills training.
- Problem solving and decision-making skills.
- Experience working in alternative dispute resolution and restorative justice is considered an asset.
- Availability to be on University campus a minimum of 3 days per week (can vary depending on operational requirements).

#### Additional Information

Position Number(s) 10001559

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 D72

Salary Scale \$129,458 - \$206,796

Hiring Salary Range Up to \$160,000

TA Specialist -

Posting Date April 24, 2024

Application Close Date May 8, 2024

#### Additional Notes:

- An equivalent combination of education and experience may be considered.
- 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, Human Rights Services](#)