



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: 2024/04/18

Director, Diversity And Inclusion

Job ID 62-6F-81-9B-7A-6F

Web Address

<https://careers.indigenous.link/viewjob?jobname=62-6F-81-9B-7A-6F>

Company National Arts Centre

Location Ottawa - Remotely , Ontario

Date Posted From: 2020-12-16 To: 2021-01-15

Job Type: Full-time Category: Miscellaneous

Job Salary \$91,000 To \$134,100

Languages Bilingualism (English/French) Will Be Considered An Asset.

Description

Two (2) year term with possibility to renew

Position with benefits and pension plan

Diversity, Equity and Inclusion:

It is the National Arts Centre's goal to be an inclusive organization that engages and welcomes all Canadians. We believe that inclusivity requires a socially and culturally diverse workforce and actively seek to recruit candidates who are Indigenous, Black, Persons of Colour (IBPoC), persons from the LGBTQ2+ community, persons with disabilities and women. We encourage you to self-identify in the recruitment process.

Canada is our stage.

The National Arts Centre (NAC) is Canada's bilingual, multi-disciplinary home for the performing arts. The NAC presents, creates, produces, and co-produces performing arts programming in various streams—the NAC Orchestra, Dance, English Theatre, French Theatre, Indigenous Theatre, and Popular Music and Variety—and nurtures the next generation of audiences and artists from across Canada. The NAC's vision is to lead and support the renewal of the Canadian performing arts sector over the next three years, with The Next Act, its 2020-2023 strategic plan. Through collaboration and investment in creation, production, co-production, and dissemination, along with a heightened focus on community engagement, learning, and innovation, the NAC will shape a more diverse, equitable, and inclusive future for the performing arts in Canada. Reporting to the NAC's Executive Director of Strategy and Communications, and working closely with the Chief Executive Officer (CEO), the Director, Diversity and Inclusion, shall lead the National Arts Centre in its efforts to become a culturally diverse, equitable and inclusive institution. A significant part of the role involves working with directors, managers and supervisors at all levels to review, revise and influence policies, processes and systems that support an inclusive work environment. In addition, by engaging in a strong partnership with Communications, Digital and Marketing departments, the Director, Diversity and Inclusion provides guidance and advice on internal and external communication strategies and provides leadership and expertise on the development of diverse integrated audience engagement plans and marketing materials.

Activities include, but are not limited to:

- Collaborate with senior management and artistic leaders to create strategic alignment and build diversity, equity and inclusion solutions in an effort to promote a culturally diverse and inclusive institution;
- Review the NAC's programs and policies to provide advice in addressing systemic racism and exclusionary practices to ensure equitable representation and inclusion of IBPoC, LGBTQ2+ and historically excluded communities and individuals;
- Propose and develop relevant policies, best practices and guidelines to reflect the NAC's commitment to anti-racism, anti-oppression, diversity and inclusion;
- Provide advice and guidance on communications strategies internally and externally;
- Develop, coordinate, facilitate and deliver skills development training, learning opportunities and awareness programs in areas of human rights, discrimination, harassment, anti-racism, anti-oppression, equity, diversity, unconscious bias and inclusion for employees;
- Revise the NAC's Employment Equity Plan, assess our performance associated with legislative requirements pertaining to the Employment Equity Act and report to the federal government, as required for Employment Equity compliance; provide regular reporting to the Board of Trustees and the organization;
- Create a plan to measurably raise awareness, facilitate conversation and allow employees to voice their concerns regarding diversity and inclusion;
- Assist the Human Resources department in maintaining unbiased hiring practices and implement strategies to enhance equity, diversity and inclusion; influence training, talent management, development and retention.

Qualifications:

- A deep understanding and relevant experience in Diversity, Equity and Inclusion Practices with the ability to take pedagogical and theoretical ideas into relevant and practical application;
- Understanding of the impacts of colonization in Canada and a commitment to reconciliation;
- Experience using data to underscore strategy development, to support key decisions, and present data to senior leadership;
- Exceptionally skilled communicator (verbal/written) able to present to both internal and external audiences, ensuring clarity in messaging and encouraging action;
- Ability to connect and engage and build strong working relationships at all levels of the organization as well as with external partners;
- Regarded as a compassionate and collaborative senior leader;
- Strong analysis and project management skills;
- Knowledge of Employment Equity / Compliance legislation and requirements / Federal employment laws;
- Advanced computer skills using MS Office;
- Creative, influential and innovative, with the capability to motivate change;
- A passion for the performing arts is an asset.

Work Environment

COVID-19 pandemic:

This position has the ability and may be required to work remotely. The NAC will provide the incumbent with equipment required to perform their duties from home.

How to Apply

Click Apply Now!

Persons residing in Canada and Canadian citizens residing abroad. Preference will be given to Canadian citizens and permanent residents. All communication will be conducted through email and interviews via videoconferencing.

Please ensure to have the most up-to-date information on your resume including your current email address.

While we appreciate all applications, only those selected for interview will be contacted.