



# 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:

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# Job Board Posting



Careers.Indigenous.Link

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## Manager Of Workplace Equity

<b>Job ID</b>	<b>F3-88-C5-46-EE-30</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=F3-88-C5-46-EE-30">https://careers.indigenous.link/viewjob?jobname=F3-88-C5-46-EE-30</a>	
<b>Company</b>	Peel District School Board	
<b>Location</b>	Mississauga, Ontario	
<b>Date Posted</b>	From: 2021-04-29	To: 2021-05-29
<b>Job</b>	Type: Full-time	Category: Education
<b>Languages</b>	English	

### Description

Manager of Workplace Equity

Permanent, full-time position

This is a unique opportunity for a transformative leader to collaboratively lead the Peel District School Board (PDSB)'s mandate to integrate anti-racist and equity principles into policies, programs and practices, so as to eliminate systemic inequities and promote workplace equity.

Reporting to the Assistant Director of Indigenous Education, Anti-Racism, Anti-Oppression and Community Relationships, youâ€™ll lead the PDSB in supporting and enhancing its diverse workforce by applying anti-racism and anti-oppression frameworks along with promoting equitable hiring and promotion practices, and in creating an equitable work environment across all levels of the organization. Our Board will count on your professional expertise, direction, guidance and insight concerning workplace equity, structural racism and other forms of discrimination in the workplace, as well as on your knowledge of anti-oppression frameworks and Critical Race Theory and how they apply to create an equitable workplace.

Acting as a partner and a resource to the Senior Administration team, youâ€™ll develop programs, processes and training that advance equity, and ensure workplace excellence will be invaluable. To be successful in ensuring we have a workplace environment free of anti-racism and anti-oppressive practices, youâ€™ll need to have excellent diplomatic skills, a firm belief and knowledge that the status quo is not an option, and the boldness to be a leader in dismantling and disrupting the status quo to achieve this goal.

Working collaboratively with senior leaders, youâ€™ll develop and integrate equity, anti-racism and anti-oppression goals and strategies into Board processes and practices, as well as manage, and report on, the implementation of initiatives. As Manager of Workplace Equity, youâ€™ll also develop training strategies to enhance staff understanding of workplace equity, systemic discrimination, structural racism and the adverse-effect discrimination has on outcome measures such as employment, retention, sense of belonging and impact on mental health. Additionally, youâ€™ll be called to conduct or support systemic discrimination audits of policies, procedures and processes. Adept at cultivating productive working relationships with all stakeholders â€“ within and beyond our Board, while ensuring that the work moves forward in a way that helps to transform the PDSB,

youâ€™ll supervise a team of two staff and chair several equity-related steering committees, as well as work collaboratively with PDSB Unions, Associations and Federations.

## EXPERIENCE AND QUALIFICATIONS

With a degree related to equity, diversity or workplace inclusion, or an equivalent combination of related education and work experience, and no fewer than seven (7) years of related experience in human rights, equity, workplace equity or anti-racism, you look forward to meeting the challenges and opportunities presented by this mission-critical leadership role. The following knowledge and skills will also drive your success as Manager of Workplace Equity:

- â€¢ Extensive knowledge of, and demonstrated leadership directly related to, the issues of workplace equity, human rights, and structural racism/discrimination.
- â€¢ A successful track record in leading equity, anti-racism and anti-oppression initiatives within a large public sector and unionized organization.
- â€¢ Demonstrated knowledge and understanding of employment barriers, workplace equity, and organizational change strategies.
- â€¢ A proven track record of leading policy and procedural change at an organizational-wide level.
- â€¢ An in-depth understanding of the Ontario Human Rights Code (including special programs, accommodation, competing rights) and the Accessibility for Ontarians with Disabilities Act.
- â€¢ Demonstrated ability in creating consultative and collaborative networks.
- â€¢ Demonstrated initiative, strategic leadership and advocacy skills on equity, anti-racism, anti-oppression and related issues.
- â€¢ Outstanding interpersonal skills, with the ability to foster teamwork and work effectively with all levels of the organization.
- â€¢ Excellent professional development facilitation skills, including the ability to design and deliver anti-racism, anti-oppression and equity training.
- â€¢ Excellent knowledge of data collection to support planning and decision-making.
- â€¢ Demonstrated commitment to working in a diverse school community and/or work environment.

## ASSETS:

- â€¢ Experience working with unions and collective bargaining agreements.
- â€¢ Knowledge of human resources policies and procedures.

Salary range: \$96,539 - \$120,676 per annum

## Commitment to Equity, Anti-Oppression and Anti-Racism

The Peel District School Board is committed to equity in employment. We are committed to equitable hiring practices that allow us to hire qualified staff who reflect the full diversity of the Region of Peel. We will provide reasonable accommodation (e.g. an accessible location, rescheduling of interviews that fall on Days of Significance etc.) based on any of the human rights protected grounds, during the hiring process if advised in advance.

We are also committed to inclusion, anti-oppression and anti-racist practices while also supporting the continuous growth and development of an equitable and empowered education system at the PDSB.

## How to Apply

To apply for the position of Manager of Workplace Equity, please complete an online application through Apply To Education. Your completed application package on Apply to Education must include your cover letter, resume and supporting educational credentials. Applications must be received no later than 4:30 p.m., Wednesday, May 12, 2021.

The Peel District School Board (PDSB) is a racially, culturally and linguistically diverse board that serves 155,000+ students and approximately 17,000 employees. We have 257 schools, 217 of which are elementary and 42 are secondary. In PDSB, 87% of students are racialized, non-white, representing 162 different ethnic backgrounds. Students in Peel have 121 different first languages. Student diversity also exists in terms of gender and gender expression, sexuality, ability and faith. A responsive and empathetic understanding of the lived experiences of the students and communities we serve is vital to those who will take on leadership roles within the PDSB. The workforce consists of teachers, office staff, custodial staff, education assistants and professional staff. The workforce is largely unionized, with the majority of employees belonging to numerous bargaining units. The Board's strategic plan includes four pillars: high expectations for achievement; parent, community and staff engagement; equity and inclusion; and safe, positive healthy climate/well-being. Although Equity and Inclusion is a separate pillar within the strategic plan, equity and inclusion is also the lens through which all areas of the strategic plan must be seen, internalized and understood. The Board is committed to equity, inclusion, and dismantling systemic inequities that lead to marginalization and oppression of students from specific identity groups and with certain lived experiences.

We appreciate the interest of all applicants, but will only be interviewing selected candidates. For the safety of students, successful candidates will be required to submit a satisfactory criminal background check prior to the commencement of any employment duties. Recent changes made by the RCMP have resulted in significant processing delays for some candidates. You may wish to start the process to obtain your criminal background check as soon as possible.