The following opportunity is available and applications are invited:

**TITLE/BRANCH**
Director, Anti-Oppression,
Diversity & Inclusivity
Prajapat
Administration

**LOCATION/SUPERVISOR**
Location: 30 Isabella Street
Supervisor: David Rivard/Mahesh

**SALARY RANGE:** $94,405 - $118,890

**PURPOSE:**
Reporting to the Chief Executive Officer and the Chief Operating Officer, and as a member of the Strategic Leadership Team, this position is responsible for positioning the Children’s Aid Society as a leader in delivering anti-oppressive and diversity competent services to CAST employees and clients, and promoting CAST’s commitment to anti-oppressive practices and diversity competent approaches to child welfare within the community.

**MAJOR RESPONSIBILITIES:**
1. Develops, implements, monitors and evaluates a comprehensive diversity and anti-oppression strategy that supports the Agency’s mission, vision and values.
2. Establishes and monitors Agency’s anti-oppression/ diversity work plan to ensure that all departments are achieving Agency milestones and that appropriate resources are allocated.
3. Leads change initiatives for integrating diversity and anti-oppressive practices, ensuring Agency alignment with anti-oppressive goals/ objectives.
4. Develops a diversity/ anti-oppressive lens and guides management in applying the lens to decisions, practices, service, policy and program development.
5. Provides diversity/ anti-oppression coaching, mentoring and leadership to senior management.
6. Provides guidance and support to the Chief Operating Officer and Service Directors in designing and ensuring diversity competent service delivery and programming.
7. Chairs, co-chairs, participates or acts as a resource to the Agency’s various diversity committees and resource groups to ensure their effective functioning and contribution to the Agency’s anti-oppression and diversity objectives.
8. Facilitates the development of internal capacity for prevention and resolution of diversity and anti-oppression related conflicts by working with senior staff to manage these issues. Refers harassment, bullying and discrimination complaints to the Human Resources Department.
9. Fosters understanding and mutual acceptance of diversity among the Agency’s staff, volunteers, students, fostering and adoptive parents and service users.
10. Works collaboratively with the Child Welfare Institute to identify training needs, develop, deliver, or coordinate anti-oppression, diversity training and to ensure that all training is consistent with anti-oppression, diversity and inclusion frameworks and theory.

11. Works collaboratively with the Director, Communications to develop communication strategies and to ensure that the Agency is represented as a diverse and inclusive organization in all its messages, images and actions.

12. Works collaboratively with the Human Resources Department to provide input on the development of human resources policies and practices to ensure alignment with the anti-oppression/ diversity strategy.

13. Liaises with external stakeholders as required to further the Society’s diversity and anti-oppression objectives and to ensure Agency responsiveness and accountability to the broader diverse/ AO communities. Identifies opportunities for improving linkages, partnerships and joint ventures.

14. Supports evidence informed practice through relevant anti-oppression research. Prepares reports and statistics on the Agency’s progress on anti-oppression matters, and recommends actions to the Strategic Leadership Team as required.

15. Supervises the Black Education and Awareness Coordinator and other program staff or fee for service providers as assigned.

16. Other duties as required.

17. Ensures Society’s Code of Ethics, Confidentiality, Anti-Oppression/ Anti-Racism, Harassment & Discrimination policies, etc. are incorporated into self and team.

18. Creates and leads teams that reflect diversity, support differences and encourages different perspectives.

19. Uses sound judgment in consideration of financial resources within branch/departmental budget.

20. Ensures compliance with Society’s financial policies and procedures.

21. Works in a safe manner in accordance with the society health and safety policies and procedures and all relevant legislation

QUALIFICATIONS:

Education
- Bachelors or Masters preferred in Social Work, Human Resources, or Diversity plus six years’ experience in the management of a large scale diversity related initiative or other educational and personal qualifications combined with experience that constitutes adequate and suitable preparation for the position.

Knowledge and Skills
- Demonstrated understanding of anti-oppression, diversity and inclusion frameworks and theory as applied to communities, institutions and groups
- Demonstrated understanding of human rights, accessibility and other employment legislation
- Superior problem solving and analytical skills
- Excellent consultation skills at all levels within the organization.
- Ability to work collaboratively with individuals and groups from a wide range of backgrounds and cultures across the Society and within the community.
- Ability to identify needs, initiate, coordinate and manage the implementation of innovative solutions in response to organizational issues.
- Credibility as a strong and effective champion for equity and valuing of diversity.
- Demonstrated advocacy and promotion of human rights and equity issues through work or volunteer activities.
Demonstrated experience in managing organizational change initiatives and leading the development and implementation of special programs, reviews and positive outcome measures.

Strong project management, policy and program development and implementation experience.

Excellent communication, presentation, facilitation and teaching skills; strong written communications skills.

Excellent interpersonal skills to liaise with community professionals, staff, resource parents and volunteers.

Good coaching and mentoring skills

Ability to deal effectively with conflict.

Ability to establish and maintain networks with grass roots advocacy groups and community agencies serving diverse groups.

Self-directed with an excellent ability to organize, plan, prioritize and multi-task

Excellent understanding and commitment to quality service and best practices

Demonstrated ability to make decisions and be accountable; refers issues/problems/events to other departments/directors as required

Flexible, adaptable and responsive to change

Ability to deal with highly sensitive and personal information in a confidential manner

Acts with integrity, trustworthiness, humility, transparency and compassion.

Knowledge of Microsoft Office, with proficiency in Word, Power Point, Excel and Outlook.

Assets

- Understanding of child welfare services
- Public or broader public sector experience
- Understanding of Human Resources practices and requirements

THIS POSITION IS NOT WITHIN THE BARGAINING UNIT.

Anti-Oppression/Anti-Racism at CAST

CAST is committed to having a workforce that is reflective of the diversity of the City of Toronto and strongly encourages application from all qualified individuals, especially those who can provide different perspectives and contribute to a further diversification of ideas.

Accommodation at CAST

We are committed to a selection process and work environment that is inclusive and barrier free. Accommodation will be provided in accordance with the Ontario Human Rights Code. Applicants need to make any accommodation requests for the interview or selection process known in advance by contacting the Human Resources Department at 416-924-4640 x2300. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.

Please apply online at www.torontocas.ca under employment section or applications can be faxed (416-324-2400), or mailed (30 Isabella Street, 5th Floor) to the attention of Human Resources. Only qualified applicants will be acknowledged.

POSTING DEADLINE: May 17, 2016