



## OPPORTUNITY

January 16, 2018

### POSITION(S) AVAILABLE

### CURRENT SALARY RANGE

### REPORTING TO

Manager of Anti-Oppressive Practice, Diversity and Equity

\$81,884.10 - \$104,906.12

Executive Director

There is a permanent full-time Manager of Anti-Oppressive, Diversity and Equity position available.

### POSITION SUMMARY:

Aligning with the Strategic Plan and our commitment to Anti-Oppressive Practice, the Manager of Anti-Oppressive, Diversity and Equity leads, facilitates, mentors and supports the Society to ensure plans, processes and equity strategies are in place to achieve the anti-oppression objectives and its sustainment in the Society.

### COMPETENCIES:

**Accountability and Results:** Specific to anti-oppression, anti-racism, diversity, equity and inclusion related matters, collaboratively establishes measurable goals and performance indicators. Assists the Society in building high performing teams/departments/committees and guides them to achieve results.

**Vision, Strategic Change and Adaptability:** Determines the need for strategic change and works with all levels of the organization to develop, implement, facilitate, and monitor a comprehensive anti-oppression, anti-racism, diversity, equity and inclusion strategy.

**Engagement, System and Community Leadership:** Proactively builds and maintains relationships with Community Partners by representing the Society and its anti-oppression, anti-racism, diversity, equity and inclusion interests at community, Society and interagency meetings, committees and special events.

**People Management and Development:** In collaboration with Human Resources, provides leadership and program coordination to the Society's efforts to recognize and build an inclusive environment by assisting staff to address issues of oppression, racism, diversity, equity and inclusion based on the Ontario Human Rights Code.

**Service and Operational Excellence:** Specific to anti-oppression, anti-racism, diversity, equity and inclusion related matters, collaboratively manages projects and budgets within their authority to support service excellence and deliver quality outcomes.

**Leadership Character and Authenticity:** Demonstrates and ensures high professional and ethical standards and foster the vision, mission, anti-oppressive Directional Statement of the organization.

**MINIMUM QUALIFICATIONS:**

Masters in Social Work, MA in Equity or relevant discipline studies plus 5 years' experience in the management of a large scale diversity related initiative or other educational and personal qualifications combined with experience.

Proficiency in a second language an asset.

Please apply in writing **including a current resume**, to Human Resources, by 4:30 p.m. on January 23, 2018 quoting competition CAS# 83/17. Direct emails to [hr@durhamcas.ca](mailto:hr@durhamcas.ca)

*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.*