



Ontario Association of  
Children's Aid Societies

## Director Equity, Diversity and Inclusion

Ontario Association of Children's Aid Societies (OACAS) is an association representing 48 member organizations: 46 mandated Children's Aid Societies (CASs) and Indigenous child well-being societies; two pre-mandated Indigenous agencies. OACAS' mandate is to create an **effective children's services system that supports all children, youth, families, and communities to thrive**. Amid growing concerns regarding equity, OACAS has committed to the improvement of both the experience and outcomes of these services across the province. A common theme within many of these initiatives is an emphasis on equity – whether for Indigenous communities, African Canadian communities, or through the measures taken to provide related education and training for staff.

In this context, the role of the **Director, Equity, Diversity and Inclusion** will be a critical addition to OACAS having substantial impact on many of the organization's strategic objectives. Reporting to the Chief Executive Officer, the newly created role will be responsible for leading the diversity, equity and inclusion strategy and framework for OACAS, with racial equity as a primary focus. In line with the new strategic plan and working in collaboration with OACAS' Indigenous Services, the incumbent will lead OACAS' work for the child welfare sector in Ontario with a focus on issues related to diversity, equity and inclusion; the individual will work with CASs and with a variety of community stakeholders – particularly equity seeking groups - to ensure services are provided through the perspective of an anti-oppression and anti-racism lens. This position will assist in ensuring equity practices are embedded in the Association and agencies across the province to address issues of disproportionality and disparity in services.

This is a significant responsibility that requires an exceptional leader and communicator comfortable in managing change within a sector of critical importance to children, families and communities. You will bring to the role progressive senior level experience, having managed a large-scale equity, diversity and inclusion initiative, preferably in the child welfare or social services sector. With a strong theoretical and practical appreciation for the principles of diversity, equity and inclusion, you will provide exceptional leadership, mentoring and supporting staff. You are a strong relationship builder who can quickly establish credibility with equity seeking groups in the community and the field. You have an in depth understanding of relevant legislation and the experience to develop measurable goals and performance indicators. Your ability to communicate in French will be considered an asset.

*The Ontario Association of Children's Aid Societies (OACAS) is an equal opportunity employer. In accordance with the **Accessibility for Ontarians with Disabilities Act, 2005**, upon request, accommodation will be provided by both Odgers Berndtson and OACAS throughout the recruitment, selection and/or assessment process to applicants with disabilities.*

If you are interested in this opportunity with OACAS, please forward a statement of interest and resume in confidence online at <https://www.odgersberndtson.com/en/careers/14622> . Review of applications will begin immediately.



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