

Job Posting #	2020-05
Type of Posting:	Internal and External
Title:	Diversity, Equity, and Inclusion Lead
Duration:	Regular Full Time
Classification:	Senior Manager
Employment Duration:	Permanent
Salary Range:	\$115,865 - \$134,128
Location:	Toronto, ON

The Ontario Association of Children's Aid Societies (OACAS) has represented Children's Aid Societies in Ontario since 1912, providing service in the areas of government relations, communications, information management, education and training to advocate for the protection and well-being of children.

Reporting to the Director, Practice Transformation, this role is responsible for leading the diversity, equity and inclusion strategy and framework for OACAS, with a primary focus in addressing the marginalized population within the child welfare sector. This position will work with child welfare agencies and a variety of community stakeholders – particularly equity seeking groups - to ensure services are provided through the perspective of an anti-oppressive and anti-racist lens. This position also assists in ensuring intersectional equity based practices are embedded in the Association's work and that support is given to agencies across the province to address issues of disproportionality and disparity.

Duties and Responsibilities

- Create equity driven solutions and executes ideas, services and initiatives related to diversity, equity and inclusion.
- Supports systematic initiatives that dismantle racism and oppression with a focus of family centered care in a children's rights.
- Works in partnership with our Indigenous partners - internally and externally on all aspects of the work.
- Develops and implements policies and guidelines on matters related to diversity, equity and inclusion; ensuring compliance with legislation such as the Ontario Human Rights.
- Implement the use of data to provide progress measurements on equity base outcomes and initiatives.
- Supports the development of provincial service strategies and projects, innovate and facilitate initiatives to support OACAS sector priorities.
- Leads the One Vision, One Voice project funded by the Ministry of Children, Community and Social Services (MCCSS), monitors the project's implementation, and is responsible for all deliverables within the project.
- Participates as needed in sector wide initiatives where the Association plays a major role on behalf of Ontario's child welfare agencies as it relates to diversity, equity and inclusion such network groups including LGBTQ2S+, French Language Services (FLS), etc

- Proactively fosters relationships with community partners, child welfare and other stakeholders to implement high impact diversity and inclusive initiatives in-line with the OACAS' Strategic plan.
- Partners with Human Resources to ensure that diversity and inclusion is incorporated within OACAS and across all departments and provide guidance to ensure the organization follows appropriate legislation and employment law regulations around bias and inclusion.
- In partnership with the OACAS Learning team, develops and promote training programs to enhance employee understanding of diversity and inclusion issues at OACAS as required.
- Stays up to date on best practices and innovation in all areas related to the portfolio.
- Develops and maintains strong collaborative arrangements with agency partners including chairing and/or supporting networks, committees, project teams.
- Collaborates with MCCSS, private/public sector service providers/associations to plan, develop and implement joint initiatives.
- Fosters an environment of high performance, with an emphasis on service excellence, continuous improvement and teamwork to achieve high standards for the department.
- Ensures Association's Accountability Statements including but not limited to Confidentiality, Code of Conduct, Diversity, Discrimination and Harassment policies, etc. are embodied personally, as well as and within the team.
- Perform other duties as required.

Qualifications

Education and Experience:

- Post secondary education in a relevant discipline from a recognized academic institution;
- Minimum of six (6) years demonstrated progressive experience in managing an equity, diversity and inclusion initiative, preferably in the child welfare or social services sector;
- Minimum of five (5) years experiences in the child welfare sector or related field; OR
- An equivalent combination of education and experience sufficient to successfully perform the essential duties of the job.

Knowledge and Skills:

- Expert intersectional knowledge of diversity, equity and inclusion and the intersecting issues that impact marginalized identities
- Understanding equity and the impact of systematic change at a provincial level
- Knowledge of the One Vision One Voice project and it's work to date
- Knowledge of Ontario child welfare legislation and service delivery structure
- Extensive knowledge of child welfare services, collateral organizations, the service Community and the client composition of CAS's
- Current knowledge in the Ontario Human Rights as they relate to diversity, equity and inclusion work
- Expert knowledge of the Child and Family Services Act
- Excellent facilitation, presentation, oral communication and listening skills to conduct consultations, focus groups, webinars to diverse audiences
- Results-oriented person with strong managerial skills including experience in program management, financial management and human resources management with an understanding of government accountability principles and agreements
- Innovative thinker with the ability to promote continuous improvement and to lead and influence change
- An open and collaborative leadership style that promotes partnerships and builds trust

- Exceptional interpersonal, collaboration and relationship management skills to interact effectively as a team member as well as build and nurture effective working relationships with member agencies, colleagues in other jurisdictions, partners and stakeholders
- Well-developed conceptual and analytical skills and political acuity to assess complex issues and implement or recommend effective strategies and solutions
- Excellent, demonstrated written communication skills to author clear, concise documents such as letters, reports, business cases and other documents in response to information requests.
- Strong negotiation skills and ability to foster cooperation, build consensus, gain support and influence decision making and outcomes
- Strong contract management skills to develop, monitor and report on ministry contracts
- Project management and problem-solving skills to provide direction and oversight for multiple projects and contracts with vendors
- Demonstrated ability to manage competing demands and tight timelines
- Proficiency in the full suite of Microsoft Office products

APPLY ONLINE at <https://jobs-oacas.icims.com/jobs/intro> by Friday, July 10, 2020 at 5:00pm. Late applications will not be accepted. For all internal applicants, please submit your application to the attention of **Human Resources** at achiu@oacas.org. *We thank all candidates for their interest; however only those considered for an interview will be contacted.*

OACAS is committed to building a diverse workforce representative of the communities we serve. We encourage and are pleased to consider applications from all qualified candidates, without regard to race, colour, citizenship, religion, sex, marital / family status, sexual orientation, gender identity, aboriginal status, age or disability.

Accommodation at OACAS

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 are required to make any accommodation requests regarding the application, interview or selection process known in advance by contacting the Human Resources Department at 416 987-9853. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the interview or selection process which will enable you to be assessed in a fair and equitable manner.