

## Employment Opportunity

# WE-CAS-M-21-03

Windsor Office

Posted Internally and Externally

**Director of Equity, Diversity & Inclusion (#WE-CAS M-21-03):** Reporting to the Executive Director, as a member of the Senior Leadership Team, the incumbent will participate in the Society's corporate strategic management processes, including the development, implementation and evaluation of the Society's vision, mission, long-range goals, and objectives. As an expert on issues relating to diversity, equity and inclusion, the incumbent will ensure that service delivery strategies and programs are anti-racist, anti-oppressive and equity-based.

The Director of EDI will champion new initiatives and stimulate others to learn, change and grow, as well as, set challenging organizational performance standards and positively and proactively influence leaders throughout the Society to own and deliver on the diversity, equity and inclusion mandates.

### **Qualifications, Skills and Experience:**

The Director of EDI will self-identify with lived experience as a member of one or more equity seeking groups and/or identify as Black, African Canadian, Caribbean or Indigenous, as well as possess:

- A Masters of Social Work or master's degree in a related field, or related social services degree.
- Have a minimum of seven (7) years' experience 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 position.
- A demonstrated understanding with experience engaging issues of diversity, equity, inclusion, anti-oppression and anti-Black racism impacting the BACC communities at the local, provincial and national levels within institutions.
- An applied knowledge of anti-racism and anti-oppression values and principles with particular knowledge and awareness of the culture and history along with an understanding of the social and political issues facing First Nations, Métis and Inuit people today.
- Strong project management skills, with a proven ability to demonstrate accountability for time, cost and quality related to deliverables.
- Knowledge and experience in applying equitable organizational change management theory and practice.
- An open and collaborative leadership style that promotes partnerships and builds trusts.
- Intersectional knowledge of diversity, equity and inclusion and the intersecting issues that impact marginalized identities, including knowledge from lived experience.
- Demonstrated knowledge and commitment to Signs of Safety (SOS) and the intersection of SOS and equity.
- French Language proficiency would also be beneficial.
- Valid Class G driver's license, a clean driving record and use of a reliable vehicle for business purposes.

**Candidates must:** At time of offer, candidates must have the ability to secure an Agency-approved Vulnerable Person's Check police clearance; clear of any convictions including pardoned offences and a clear provincial Child Protection search.

WECAS is committed to equity and diversity in the delivery of services and our work environment. Members from equity-seeking groups including Women, Indigenous Persons, Members of Racialized Groups, Persons with Disabilities and Persons of Diverse Gender Identities, Gender Expressions and Sexual Orientations are encouraged to apply and to self-identify in their resume and/or cover letter.

We invite qualified applicants to apply in confidence, by sending a PDF version of their combined cover letter and an updated resume (as 1 attachment) to [wecas.careers@wecas.org](mailto:wecas.careers@wecas.org), referencing the competition number #WE-CAS M-21-0-3 in the subject line no later than **4:30 p.m. on April 16, 2021.**

Individuals that do not have access to email may fax their cover letter and resume to the confidential fax number 519-971-0339.

*Candidates that may require accommodations throughout the recruitment and assessment process must advise us of the nature of the accommodation(s) to ensure your equal participation.*