

EQUITY, DIVERSITY AND INCLUSION LEAD

The Ontario English Catholic Teachers' Association (OECTA), representing 45,000 teachers in Ontario's publicly funded Catholic schools, invites applications for the position of Equity, Diversity and Inclusion Lead.

Reporting to the General Secretary, the Equity, Diversity and Inclusion Lead will provide leadership, strategic direction and expertise in equity, diversity, inclusion, human rights, anti-racism and change management. The Equity, Diversity and Inclusion Lead will lead transformational change to embed a culture of human rights and equity within OECTA's office and across all OECTA union environments throughout the province. You will drive the identification and elimination of systemic discrimination to build capacity among the Provincial Executive, Members of Unit Executives, Diversity Advisory Board, OECTA staff, and members in support of member and student achievement and well-being. As an influential, highly collaborative, and fearless equity leader, you will promote and lead the implementation of OECTA's EDI Strategy and action plan.

In your pursuit to make a genuine difference for OECTA members and students within the Catholic school system, you will provide visionary leadership, direction, and guidance to support OECTA's provincial and local leaders while considering legislative changes and demographic, economic, and labour market trends at the local and provincial levels.

The position will be located in Toronto. The Equity, Diversity & Inclusion Lead will travel occasionally throughout the province.

Principal Duties and Responsibilities

- Support the implementation of the Equity, Diversity and Inclusion Framework by co-creating a multi-year implementation action plan.
- Lead the implementation of the action plan by providing leadership at both the provincial and local levels, building and maintaining relationships, and coordinating and facilitating learning events for Provincial Executive, unit presidents, staff and members.
- Develop the tools and resources needed to educate and inform staff and members about equity, diversity and inclusion, facilitate the management of change and manage conflict.
- Review and monitor existing and proposed member surveys, policies, programs, and practices to ensure they support full participation of OECTA's diverse membership.
- Be a subject matter expert on equity, diversity, inclusion, human rights, anti-racism and anti-oppression to staff, unit presidents, Diversity Advisory Board, and the Provincial Executive.
- Recommend, develop and deliver necessary training.
- As a skilled facilitator, bring people to the table and create a safe space for open, insightful dialogue that propels equity, diversity and inclusion work forward.
- Design and implement metrics, monitoring and reporting systems, and identify risks and mitigation strategies.
- Advise the General Secretary regarding the development, revision, operation and enforcement of Association policies related to equity, diversity, inclusion, human rights, anti-racism and anti-oppression to staff, unit presidents, and the Provincial Executive.

Minimum Qualifications

- A post-secondary degree in a related discipline such as law, human rights and equity, humanities, social sciences, or education and/or a combination of relevant education and experience
- Ideally, a minimum of five years' experience leading equity, diversity and human rights initiatives within public sector organizations.
- Advanced writing and presentation skills.
- Demonstrated experience working with senior-level leadership in creating, leading, and monitoring organizational change and collaboratively working with multiple stakeholders
- In-depth knowledge and understanding of systemic barriers and experiences of Indigenous peoples and members of the equity-seeking groups, both as staff and students in Ontario Catholic school boards

- Demonstrated strong understanding of equity, intersectionality, anti-racism, decolonization, inclusion, anti-oppression, the Ontario Human Rights Code, the Accessibility for Ontarians with Disabilities Act (as well as other relevant legislation), and the application of those terms, frameworks and legislations in an institutional context, as well as current issues and trends in the field.
- Strong collaboration and teamwork skills, including demonstrated ability to interact, lead and participate in consultative decision making that respects people from diverse communities, backgrounds, and identities, while working collegially with a high degree of tact and diplomacy
- Experience leading and supporting the professional learning of adult learners in the areas of human rights, equity, diversity, inclusion, anti-racism and anti-oppression.
- Excellent communication and interpersonal skills, including the ability to respond to contentious issues with sensitivity, confidentiality, tact, and discretion. Advanced virtual and in-person group facilitation and coordination, workshop creation and delivery.
- Excellent organizational and time management skills, including demonstrated flexibility to meet changing priorities in a fast-paced environment.
- Ability to work independently and as part of a multidisciplinary team.
- Experience as an educator in the K-12 Catholic system and experience working within a union are assets, including familiarity and understanding of the Education Act, and associated regulations and policies

Benefits

OECTA is committed to providing our employees with an empowered, supportive, inclusive, and diverse working environment. All permanent employees have access to:

- Competitive Salary
- Pension Plan
- Comprehensive Health and Dental Benefits
- Religious Holy Days
- Paid Vacation and Sick Days
- Wellness Resources

Starting Salary Range: \$100,000 to \$110,000.

Start Date is on or around November 1, 2021.

Interviews will be held on October 27 at a hotel located in Toronto.

COVID-19 Interview Considerations:

Proof of vaccination or exemption will be required by the hotel, masks must be worn, sanitizer will be provided, and social distancing measures will be in place.

APPLICATION PROCESS

Application Closing Date is October 15, 2021 at noon.

The Ontario English Catholic Teachers' Association is committed to employment equity and is actively seeking to ensure a representative workforce. Applicants with lived experience as an Indigenous person or a member of an equity-seeking group are encouraged to self-identify in their covering letter.

In accordance with the *Accessibility for Ontarians with Disabilities Act* and all other applicable legislation, the Ontario English Catholic Teachers' Association is pleased to accommodate individual needs for applicants with disabilities within the recruitment process. Please let us know if you require an accommodation to ensure your equal participation in the recruitment and selection process.

Qualified candidates are required to submit a cover letter and résumé electronically to:
Mary Lachapelle, Deputy General Secretary at careers@catholicteachers.ca.

We appreciate the interest of all applicants, however, only those selected for an interview will be contacted.