



## Director, Equity, Anti-Racism and Indigenous Initiatives City of Kitchener

The City of Kitchener is a vibrant and dynamic city of over 240,000, in the heart of southwestern Ontario, recognized as an innovative leader in city-building. The City's Strategic Plan emphasizes its commitment to building a caring community by enhancing people's sense of belonging and connection through the provision of welcoming community spaces and delivering programs and services that engage, serve and support people. With a strong internal culture, the City's People Plan champions a collective set of values that help drive a workforce of people deeply committed to public service. As the fastest growing community in Canada, Kitchener has an increasingly diverse population, a strong and thriving economy, and is poised to continue advancing its reputation as a leader through the development of a new 5-person team focused on equity, anti-racism, Indigenous initiatives and social justice.

To lead this team, Kitchener is seeking a Director, Equity, Anti-Racism and Indigenous Initiatives to provide the organization and City Council with exceptional leadership, expertise and senior-level competencies in issues including equity, anti-racism, inclusion and Indigenous reconciliation. City Council and the Corporate Leadership team are deeply committed to advancing and fostering meaningful change within the organization through the implementation of anti-racist and anti-oppressive policies and practices, building accountability for change through workplace culture, and supporting the removal of systemic barriers.

The Director will be responsible for leading a strategic team, building from the ground up by recruiting and hiring all positions within this newly created team. The Director, and their team, will:

1. Lead the Corporate Leadership Team (CLT) in an ongoing process of eliminating systemic barriers and inequities based on race, gender identity, sexual orientation, age, religious practices, and/or disability (and other Code protected statuses);
2. Lead CLT and the Human Resources team in the ongoing work of creating a more inclusive workplace culture and diverse workforce through foundational changes to policies, practices and accountability mechanisms in place to uphold human rights;
3. Work with CLT to enhance the City's engagement with members of the community who have been traditionally excluded from municipal decision-making and service provision, as well as community-led organizations and other local municipal governments focused on equitable access to municipal supports/services;
4. Recommend new municipal programs/initiatives (or changes to/cancellation of existing ones) that support equity seeking groups who have been traditionally excluded from municipal programs, services and decision making, as well as community organizations focused on equity, anti-racism and Indigenous reconciliation.
5. Implement and oversee a multi-year evaluation and accountability strategy to monitor, measure and publicly report on the City's work on equity, anti-racism and Indigenous initiatives in order to identify successes, challenges, gaps and areas for improvement.

The ideal candidate for this role is a person with lived experience of, and experience determining strategies to respond to racism and oppression. You understand the complexity of issues of equity and anti-racism, and have a deep understanding of the impacts of colonization in Canada, with a strong commitment to reconciliation. You bring credibility





to this role based on a strong track record of partnering with groups to increase equity, reduce racism and discrimination and advance Indigenous reconciliation, and possess the following skills:

- Superior cross-cultural communications skills, both verbal and written;
- Exceptional interpersonal skills, with the ability to foster and cultivate relationships across a diverse group of stakeholders, with strong facilitation and mediation skills;
- Excellent insight and ability to place EDI and anti-racism objectives in a larger organizational context;
- The ability to inspire people around a common vision, build consensus and motivate action.

To help ensure the important work of the Equity, Anti-Racism and Indigenous Initiatives team is embedded within the operations and decisions of the entire municipality, the Director will have access to a variety of supports such as: regular strategic dialogue with the entire Corporate Leadership Team, a formalized mentoring relationship with the CAO and access to a training/development budget for their team.

The City of Kitchener especially encourages applications from Indigenous persons, Black persons, non-Black racialized persons/persons of colour, women, persons with disabilities, LGBTQ+ persons and others who may contribute to the diversification of ideas and experiences.

In accordance with the *Accessibility for Ontarians with Disabilities Act* (2005), upon request, accommodation will be provided by both Odgers Berndtson and the City of Kitchener throughout the recruitment, selection and/or assessment process to applicants with disabilities.

To explore this opportunity further, please contact Amanda Bugatto at [amanda.bugatto@odgersberndtson.com](mailto:amanda.bugatto@odgersberndtson.com) or submit your resume and letter of interest online to <https://www.odgersberndtson.com/en/careers/16985> by **February 28, 2021**.

