

City of Waterloo

One of the World's Top Intelligent Communities, Waterloo boasts a knowledge economy that is globally recognized and is home to major employers, global think-tanks, the country's leading finance and insurance companies, and world renowned post-secondary institutions. Waterloo's prosperity is at an all-time high and consistently outperforms provincial standards for wealth, educational attainment, and talent. From urban design and architecture awards to sustainability and economic development awards, Waterloo wins local, provincial and global acclaim as a premier destination for success.

Director of Indigenous Initiatives, Anti-Racism, Accessibility and Equity

The Director of Indigenous Initiatives, Anti-Racism, Accessibility and Equity will provide leadership on initiatives related to municipal engagement with local Indigenous, anti-racism, accessibility and social justice communities that will inform the equity framework for the City of Waterloo. They will foster strong and mutually beneficial relationships with people and organizations working on reconciliation, anti-racism, accessibility and equity, including working with other local governments. This position will report to the CAO, and will serve as a member of the extended corporate management team (ECMT) to support organizational accountability for forward movement on equity, diversity, inclusion and decolonization. The work of this team will align with the corporate guiding principle to ensure a sense of belonging, acceptance and value for all in our community and that everyone has access to equal opportunities and benefits.

Accountabilities:

- Lead the development of a community-focused Equity and Inclusion Strategy informed through an anti-racist and anti-oppression lens and provide oversight for implementation across the corporation. The work will acknowledge unique circumstances and guide the steps on eliminating systemic barriers.
- Recruit and provide leadership for a team of three advocates: Indigenous Initiatives Advocate; Anti-Racism and Social Justice Advocate; and Accessibility Advocate, working through an anti-racism lens to inform an equity framework and strengthen municipal commitments to Indigenous reconciliation, equity and diversity.
- Oversee the advocates work in recommending new municipal programs and initiatives or changes to existing ones that will support community members from equity-deserving groups as well as community organizations focused on Indigenous initiatives, anti-Black racism, anti-racism, accessibility and social justice.
- Provide leadership on the development and monitoring of reconciliation and equity framework, that are integrated in corporate decisions, policies and programs to the organization including Council, ECMT, management and staff to identify and eliminate systemic barriers and inequities, such as those based on protected grounds under the Ontario Human Rights Code (OHRC), including, but not limited to, race, gender identity, sexual orientation, age, creed, disability.
- Provide leadership to the Corporate Management Team (CMT) and the Director of Human Resources in the ongoing work of creating a more inclusive workplace culture and a more diverse workforce through foundational changes to policies, practices and accountability measures.
- Provide strategic leadership to the current and future diversity, equity and inclusion corporate committees building on the work from the staff survey and recommendations.
- Advise Council, CMT and staff to enhance the City's engagement with members of the community with a focus on equitable access to municipal supports and services in alignment with the city's strategic plan.

- Ensure corporate representation on all Indigenization, anti-racism, accessibility and equity work and initiatives across the broader community.
- Foster strong and mutually beneficial relationships with people, organizations and governments working on Indigenous, anti-racism, accessibility, and equity issues.
- Advise and direct on recommendations and actions that support the corporation's response to the Truth and Reconciliation Calls to Action and the Commission's obligations.
- Make recommendations on changes to City policies, practices and procedures on initiatives pertaining to Truth and Reconciliation Commission obligations, anti-racism and equity that affect our community.
- Ensure corporate AODA compliance and provide informed guidance on accessibility and inclusion for persons with disabilities.
- Collaborate with other levels of government, and government and non-government organizations on relevant initiatives such as, but not limited to, the Region of Waterloo's Anti-Racism Initiative, Wellbeing Waterloo Region, the Immigration Partnership, and the KW4 Health Team's Homeless and Precariously Housed Reference group to support system level change.
- Responsible for divisional budget and program improvement measures related to financial implications and multi-year accountability and evaluation strategy.

Interested and qualified candidates are invited to submit their resume through the online application process. For more details and to apply on-line, please visit the employment page of our website at:

www.waterloo.ca/careers

The City of Waterloo invites applications from Indigenous persons, Black persons, non-Black racialized persons/persons of colour, women, persons with disabilities, 2SLGBTQ+ persons and others who are looking to be leaders in change. Accommodations are available for all parts of the recruitment process. Applicants are requested to make their needs known in advance.

Sincere thanks to the community partners in Waterloo Region who participated in providing feedback as we move forward with this initiative.

Job Posting Deadline: March 26, 2021 at 4:00 pm or until position is filled.