



UNIVERSITY OF TORONTO

DALLA LANA SCHOOL OF PUBLIC HEALTH

Equity, Diversity and Inclusion Lead Dalla Lana School of Public Health

We seek an outstanding individual to serve as the Equity, Diversity and Inclusion Lead (EDIL) for the Dalla Lana School of Public Health (DLSPH). This is a new part-time position (two days per week) for a two-year term with the possibility of reappointment. The EDIL will report directly to the Dean.

The Dalla Lana School of Public Health is a Faculty of the University of Toronto that originated as one of the Schools of Hygiene begun by the Rockefeller Foundation in 1927. The School went through a dramatic renaissance after the 2003 SARS crisis and it is now the largest public health school in Canada, with over 800 faculty, 850 students, and research and training partnerships with institutions throughout Toronto and the world. With \$33.5-million in research funding per year, the School supports discovery in global health, tobacco impacts on health, occupational disease and disability, air pollution, inner city and Indigenous health, among many other areas. For more information, visit the [website](#).

We believe that equity, diversity and inclusiveness are fundamental to the excellence of our School. The role of EDIL will bring to life the DLSPH's Statement on Equity, Diversity and Excellence. It will also be an integral part to the School's commitment to an environment free from sexual violence aligned with the University's policy on Sexual Violence and Sexual Harassment. This will require the incumbent to work directly in many of the School's core activities including admissions, human resources, faculty recruitment, professional development, marketing and communications, academic leadership and institutional advancement. To be most effective, we are seeking an EDIL that is flexible, innovative, experienced, and committed to the School's mission to be a leading institution where equity and prevention of sexual violence is a core value.

Position Complexities:

The position will further the School's efforts to directly confront inequities such as bias, racism, sexual violence at the individual, school, institutional, and systemic levels through innovative programs and policies. It will require an individual with a unique and refined set of professional skills that engender trust and integrity among multiple constituents.

Key Responsibilities:

The EDIL will have the responsibility for guiding efforts to conceptualize, define, assess, nurture, and cultivate equity and diversity and prevention of sexual violence through:

- Working with leadership in the School and the Senior Administrator Committee to develop robust equity and diversity plans, and will monitor the implementation of those plans
- Expand evidence-based training and education on the prevention of sexual violence consistent with the guiding principles established by the Expert Panel on Sexual Violence Education and Prevention, and in collaboration with the work engaged in at the Sexual Violence Prevention and Support Centre.
- The incumbent will be the School's Sexual Violence Prevention Representative on the Sexual Violence Prevention and Support Centre's (The Centre) training roster for implementation of the prevention and education activities.
- Provide advice and guidance on updating existing content and delivery of existing programs.



UNIVERSITY OF TORONTO

DALLA LANA SCHOOL OF PUBLIC HEALTH

- Providing leadership for efforts to address broad and specific issues of faculty, staff, and student equity and diversity at the DLSPH and ensuring the School has a culture that is comfortable and attractive to all including:
 - The development and implementation of an Equity & Diversity Strategic Plan for the DLSPH
 - Leading an annual progress report to the Dean and the Senior Administrator Committee
- Oversight of efforts to achieve equity and diversity in areas like age, ethnicity, gender and sexual orientation including:
 - Education of search committees on the value of equity and diversity and how unconscious bias affects candidates
 - Implementation and stewardship of pipeline programs to enhance the diversity and equity of talent pools for recruitment of students, faculty, and staff
 - Management of the budget allotted to equity and diversity programs at the level of the School
 - Oversight of efforts to ensure the School has a culture that is comfortable and attractive to all individuals including individuals from historically excluded groups.
- Overseeing the gathering and coordination of data on equity and diversity within the School and overseeing the equity and diversity audit; using this data to identify areas that should be prioritized in the DLSPH Equity and Diversity Strategic Plan
- Encouraging research initiatives to address diversity and equity in health
- Staying on the cutting edge of knowledge and research on advancing equity and diversity in institutions, particularly in higher education; contributing to appropriate professional bodies, communities of practice, and scholarship in this field
- Strategize and develop a resource ("space") where students, faculty, and staff may come for consultation, support, community, and resources
- Serve as a resource and advocate for staff, faculty and students on a broad range of strategies, opportunities and initiatives that will further equity and inclusion within the School
- Connecting with diversity and equity programs, policies, and other efforts across the University of Toronto

The EDIL will have the following attributes:

Passion: The ideal EDIL will have a passion for equity, human rights, equity and diversity and inclusiveness and see these principles as essential to public health and the School's mission. They will be able to translate that passion to motivate and inspire.

Technical Mastery of Equity and Diversity Issues: The ideal EDIL will have an excellent command of all aspects of equity, diversity and sexual prevention issues, including faculty recruitment and retention strategies, cultural competency in the curriculum, the impact of equity and diversity on education, evaluation of the School's and University's climate, and the policy and legal dynamics of affirmative action and equity and diversity of higher education. Furthermore, the EDIL must have experience and be comfortable leveraging the social justice, educational benefits and business case rationales for discussing the importance of equity and diversity.

Political Savvy: The EDIL must be skilled at navigating the political landscape and responding well to politically charged and/or sensitive situations. The incumbent must know how to build consensus, accrue buy-in and work through competing interests. They will be culturally competent and able to reflect and operate in diverse situations across lines of difference.



UNIVERSITY OF TORONTO

DALLA LANA SCHOOL OF PUBLIC HEALTH

Ability to Cultivate a Common Vision: The EDIL must be able to develop and cultivate a collaborative vision for equity, diversity, and prevention of sexual violence at the DLSPH, and aligned with the University's stand-alone policy on sexual violence. The incumbent should resonate as authentic with all constituents within the School and be committed to working collaboratively.

In-Depth Perspective on Organizational Change: The EDIL should possess an outstanding command of the elements and dynamics of changing an organizational culture and commitment to see the change through to completion. The incumbent must have patience and lead the design, implementation, assessment and evolution of key milestones over a given time.

Sophisticated Interactive Abilities: The EDIL must possess a high degree of emotional intelligence, charisma, and communication ability. Given that much work will be accomplished through lateral coordination, the EDIL must have the ability to cross numerous organizational boundaries to forge partnerships across the institutional spectrum and with community partners.

Understanding of the Culture of Higher Education: Colleges and universities differ from other types of organizations, and to achieve success, the EDIL must be prepared to understand the culture of shared governance, tenure, promotion, multiple and competing goals, decentralized campus politics, and the unique needs of students, faculty, staff, and executives with respect to equity and diversity.

Results Orientation: Although not singularly responsible for results, the EDIL must be results orientated. Consequently, it is fundamental that they illustrate how equity and diversity is an integral component to the successful fulfillment of institutional missions and a fundamental aspect of academic excellence.

The ideal candidate will have an academic appointment within the DLSPH (core, status-only, or adjunct) and have a demonstrated record of accomplishment of successfully addressing equity and diversity/inclusion goals in the context of a major health organization within an academic setting.

Applications may be addressed to Interim Dean Adalsteinn Brown and be submitted C/O Melodie Buhagiar to acadsearch.dlsph@utoronto.ca by **March 30, 2018**. Applications must include a cover letter, which outline why this position is of interest and a CV. A stipend will be provided to the incumbent.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from racialized persons / persons of colour, women, Indigenous / Aboriginal People of North America, persons with disabilities, LGBTQ persons, and others who may contribute to the further diversification of ideas.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.