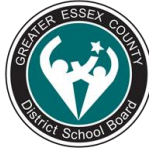


GREATER ESSEX COUNTY DISTRICT SCHOOL BOARD



Alicia Higgison
Chairperson of the Board

Erin Kelly
Director of Education

Human Rights and Equity Officer

The Greater Essex County District School Board invites applications from interested qualified individuals for the position of Human Rights and Equity Officer. Reporting to the Director of Education of the Greater Essex District School Board, this full time, non-bargaining position will have senior level responsibilities and work alongside senior board staff.

The Human Rights and Equity Officer will lead the implementation of the Greater Essex County District School Board's Equity Action Plan in support of student achievement and well-being, while continuing to build a culture of respect for the principles of human rights and equity throughout the district.

Nature & Scope of Position:

Under the general direction of the Director of Education, the Human Rights and Equity Officer would be responsible for:

- Building and maintaining networks of support for human rights and equity across the Board and within school communities.
- Working with system leaders within the Board to develop a comprehensive human rights and equity strategy focused on the promotion of human rights and equity and the elimination of systematic barriers.
- Working with senior school board officials to identify and respond to human rights and equity related issues.
- Providing guidance and advice to the board on its strategic goals in all areas toward fostering a culture free of harassment and discrimination.
- Developing, coordinating, and providing guidance on and implementing plans, policies and procedures related to human rights, including any employment and educational plans.
- Consulting and working with staff, unions, students, parents/guardians, local community partners and the Ministry of Education.
- Supporting equitable teaching and learning for all students, including promoting culturally responsive and relevant pedagogy.
- Collaborating with a variety of board staff and stakeholders to lead and implement equity and inclusion strategies.
- Consulting on the implementation of the Policy and Regulation: Teaching Hiring Practices.
- Creating and maintaining the Administrative Procedures and Policies with an equity lens.
- Leading human rights and equity compliance training programs for staff.
- Collaborating with staff, unions, and stakeholders to promote employment equity.
- Collaborating with senior officials to identify and respond to human rights and equity related risks.
- Enhancing data gathering, analysis, metrics and program planning to identify and address systemic organizational and attitudinal barriers.
- Providing leadership and oversight for the collection of identity-based data, as well as information related to human rights and equity activities, trends and findings to meet reporting requirements.
- Utilizing their expertise and proven experience in human rights investigations, alternative forms of dispute resolution and restorative justice.
- Overseeing the Greater Essex County District School Board's human rights complaint procedure.

Qualifications:

- University degree related to Equity Studies, Human Rights, Human Resources, Law, Humanities or Social Sciences; or approved equivalent as determined by the Board.
- Minimum 5 years of related experience in human rights, equity, diversity/workplace inclusion or anti-racism.
- Experience in designing and delivering human rights education and training programs, including conducting training on alternative dispute resolution, investigation, report writing, etc.
- Superior understanding of Ontario Human Rights case law; the Ontario Occupational Health and Safety Act as it relates to the Workplace Harassment, the Education Act and regulations; and associated legislation, regulations and policies related to human rights and equity.
- Experience handling contentious issues with sensitivity, confidentiality and discretion.
- Extensive managerial and profession experience at a senior level and the ability to manage in a complex and diverse environment.
- Demonstrated experience working with internal and external stakeholders to develop human rights-related policies and procedures.
- Demonstrate a commitment to and documented success in working to create a fair, inclusive, anti-racist environment for all stakeholders, and to supporting diverse constituencies and populations.

- Strong cultural competence and demonstrated commitment to working in a diverse school community and/or work environment.
- Ability to manage a caseload, prioritize and organize work effectively, manage multiple high priorities and deadlines, and maintain detailed records in a fast-paced environment.
- Superior time management and organizational skills and the ability to manage competing priorities.
- Excellent written and oral communication skills and the demonstrated ability to deal effectively with internal and external stakeholders.

Other Preferences:

- Lived experience as a member of an equity seeking group.
- Demonstrated leadership in working with historically oppressed communities, navigating institutional resistance and leading equity and anti-oppression work and/or demonstrated experience influencing positive change in the field of equity, diversity, inclusion and Indigeneity, preferably within a comparable organizational structure.

Salary range: \$130,000 - \$140,000 commensurate with education and experience.
(This is a full-time position and is part of the board's non-bargaining employee group).

Benefits will be provided in accordance with Board Policy.

Qualified candidates are invited to apply in writing, giving full particulars as to education, qualifications and experience by visiting www.applytoeducation.com no later than **4:00 p.m., Friday July 23, 2021. Please note there is no fee to apply to this position. You must apply under the actual job posting number 3058496** (under Management and Professionals). In support of the Board's Indigenous Protocol, applicants of First Nations, Métis and Inuit descent may apply to fmicareers@publicboard.ca.

No other form of submission will be accepted from external candidates.

As part of our commitment to diversity and inclusion the Greater Essex County District School Board welcomes and encourages applicants from a broad range of cultural, ethnic, racial and gender identities, as well as from people with disabilities to apply and self-identify. We will make the necessary accommodations for applicants to support all aspects of the recruitment process under AODA. Please contact the Human Resources Department if you require assistance with any accommodations.

Human Resources Department – External Posting – 2021 06 24