



Carleton
UNIVERSITY

Canada's Capital University

Director of Equity Services

Carleton University invites applications for the position of Director of Equity Services, with the appointment to be effective ideally in the fall of 2018. Reporting to the President and Vice-Chancellor, this challenging and rewarding role provides primary advice and direction to the senior academic and administrative leaders of Carleton University regarding human rights and employment and educational equity.

Located in Ottawa, Carleton University is a dynamic research and teaching institution with a tradition of leading change. Its internationally recognized faculty, staff, and researchers provide 30,000 full- and part-time students from every province and more than 150 countries around the world with academic opportunities in more than 65 programs of study. As an innovative institution, Carleton is uniquely committed to developing solutions to real-world problems by pushing the boundaries of knowledge and understanding. Further information may be found at www.carleton.ca.

The Director of Equity Services provides leadership in all areas of equity and human rights, including developing and implementing policies, programs, and practices, and the management of informal and formal complaints. As the University's spokesperson on human rights and equity services, the Director will promote equity, diversity, and inclusion with a variety of internal and external groups, including students and student associations, campus unions, provincial and federal representatives, and the media. The Director is responsible for the budgetary, organizational, and strategic planning of the Department of Equity Services, including the Ojigkwanong Centre for Indigenous Initiatives and the Sexual Assault Support Centre.

The successful candidate will possess an in-depth knowledge of human rights issues, public policy, case management, and conflict resolution processes, backed by extensive managerial and professional experience,

ideally within an academic environment. In addition to a graduate degree, the Director will understand educational and employment equity issues, and the laws governing equity, human rights, and administrative process. The ability to manage in a complex and diverse environment, excellent interpersonal and communication skills, and an inclusive approach to building consensus and creative problem solving is required. The Director must earn the respect of all members of the Carleton community. To effect any change in the status quo requires cultural competency, tact, sensitivity, sound judgment, patience, and leadership. Given the nature of the task, the Director must also demonstrate a strong personal interest and commitment to improvement in the status of indigenous peoples, racialized persons, persons with disabilities, women, and all other groups covered by human rights legislation.

Carleton University continues to strive to foster diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our University including, but not limited to, women; visible minorities; First Nations, Inuit and Métis peoples; persons with disabilities; and persons of any sexual orientation or gender identity and expression. All qualified candidates are encouraged to apply. Applications from Canadians and permanent residents will be given priority.

The search committee will begin consideration of candidates immediately and will continue until the role is successfully filled. Applications should include a letter of interest, curriculum vitae, and the names of three references (who will not be contacted without the consent of the candidate), and be submitted electronically, in confidence, to:

Laverne Smith & Associates Inc.
CarletonEquity@lavernesmith.com

