



Region of Waterloo

ADVERTISEMENT

Director, Reconciliation and Equity, Diversity, and Inclusion (EDI)

The Region of Waterloo has made a commitment in Reconciliation with the local Indigenous communities. Acknowledgements offered are part of the Reconciliation process by acknowledging the history of the land while building mindfulness of our present relationship with it and each other.

Waterloo Region, including the three cities and four townships, is located on the traditional territories of the Neutral (Attawandaron), Anishnaabe (pronounced Ah-nish-naw-bay) and Haudenosaunee (pronounced Ho-den-noh-show-nee) peoples. Waterloo Region is part of The Haldimand Tract, which encompasses six miles on either side of the Grand River from the mouth near Dundalk to where it empties into Lake Erie at Port Maitland also referred to as the One Dish/One Spoon Treaty territory.

Waterloo Region, home to more than 630,000 people and one of the fastest growing cities in Canada, offers a thriving urban and rural landscape revered for its community charm while having global impact. The region is home to a plurality of individuals—representing cultures from around the world—and is committed to building a sustainable environment and economy that truly supports current and future generations. In this vein, around matters of reconciliation and equity, diversity, and inclusion Waterloo Region is doubling down on its commitment to addressing systemic issues that continue to negatively impact members of historically marginalized communities. It is within this context that the Region of Waterloo seeks applications for the role of ***Director, Reconciliation and Equity, Diversity, and Inclusion (EDI)***.

This is an incredibly important role for the Region, and at a time where collective energy and increased attention to reconciliation and EDI matters will result in the Region making significant strides as a community over the next number of years and well into the future. Among other responsibilities, the Director will: lead and/or facilitate conversations around matters pertaining to reconciliation with Indigenous communities, anti-racism, equity, and inclusion (and, to that end, will develop and implement a reconciliation action plan and anti-racism and EDI action plan for the Region in partnership with local municipalities and Indigenous communities); work in partnership with their team to foster meaningful change within the Region by means of implementing anti-racist and anti-oppressive policies and practices; work alongside other senior leaders and departments, including Human Resources, to further diversify and advance workplace culture; and, evaluate existing structures to ensure systemic barriers impeding employee and organizational development are removed. The Director is also responsible for planning and managing the day-to-day delivery and operations of the Reconciliation and EDI Unit and contributes to visionary exercises while supporting the implementation of existing plans, including the [Region of Waterloo's 2019-2023 Strategic Plan](#). Committed to helping improve life throughout Region, the Reconciliation and EDI Unit works in and alongside community to further reconciliation and EDI in all its forms.

The Director, Reconciliation and Equity, Diversity, and Inclusion works closely with the Chief Administrative Officer and the Chief Communications and Strategy Officer, and is an integral part of the Region's leadership team and will be resourced and empowered to challenge systemic barriers as they

work in partnership with others to combat them. The successful candidate is committed to advancing reconciliation with Indigenous communities and possesses a deep knowledge and understanding of EDI, and has the ability to help drive the Region's commitment to further knit EDI into its very identity. They must have a reputation for being action-oriented; a proven ability to develop and present information compellingly to a wide range of audiences; and, must possess integrity, openness, sound judgment, and confidence. The incumbent will have experience managing staff, preferably in a unionized environment, and 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). A post-secondary degree in a relevant area of study is sought (e.g., Indigenous Studies, equity studies, social work, sociology, Black Canadian Studies, public policy, law, education, community psychology), or the equivalent combination of education and related professional and community experience.

The Region of Waterloo is an equal opportunity employer committed to diversity, inclusion, and supporting the well-being of our employees. They encourage qualified applicants to apply and will accommodate the needs of qualified applicants under the Human Rights Code in all parts of the hiring process. The Region of Waterloo is partnering with BIPOC Executive Search to ensure an applicant list that has greater representation from Black, Indigenous, and People of Colour, thereby reflecting Canada's diverse population. Interested applicants can send their resume to Melissa Sumnauth or Jason Murray by e-mailing msumnauth@bipocsearch.com, or can apply through the BIPOC Executive Search mobile app.

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), accommodation will be provided throughout the recruitment process to applicants with disabilities.

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.