



Region of Waterloo

Manager, Diversity, Equity & Belonging

One (1) full-time position – Hybrid work

Join us in making an impact in a thriving and dynamic community.

Region of Waterloo Council has a bold and compelling vision to build a world-class community, fuelled by a thriving economy. We have a mandate to reimagine the future and service provision. Putting residents first, we work to ensure that our community remains a great place to live, work and play – for everyone.

We are a progressive regional government, providing critical programs and services that make a difference in our residents' lives every day. From public health, emergency services and long-term care, to community housing, the arts and the environment, from transit to planning, and from infrastructure to culture, we build community in so many ways.

Committed to fostering opportunities for current and future generations, the Region of Waterloo is an inclusive, thriving and sustainable region of connected rural and urban communities with global reach. Our mission is to serve, engage and inspire, by delivering quality services to a diverse population of 630,000+, while creating a healthy, collaborative environment of learning, respect and innovation.

This is a place where employees are valued and recognized for their talents and contributions to our success. Our employees take pride in making a difference in people's lives through the work that we do. We are looking for people like you to help make it happen.

[Serving, engaging and inspiring current and future generations: This is our Why.](#)

< <https://www.youtube.com/watch?app=desktop&v=eqa1oJ-PKOA&t=1s> >

The Opportunity

Our Human Resources and Citizen Service Department is seeking an experienced Manager who will play a key role in consulting with the Commissioner and senior departmental leadership, and partner with internal and external stakeholders, to ensure diversity, equity, and belonging (DEB) principles are embedded across all of the Region's people practices. You will be involved in looking at hiring practices, onboarding, learning, core processes, policies, and day-to-day operations to support a safe, equitable, and inclusive environment for all employees to be and do their best.

As the **Manager of Diversity, Equity and Belonging**, you will support the Region in fostering, encouraging, and achieving a culture of DEB through the development and implementation of programs, processes, and services.

You will work collaboratively with the Region's Reconciliation and Equity, Diversity, and Inclusion team to ensure the success of the Region's Equity, Diversity, and Inclusion plan in support of Council's vision for healthy, safe, inclusive communities.

To ensure successful execution of our Equity, Diversity, and Inclusion plan, you will take an equity-based approach and apply an equity lens to address systemic racism and embed equity, diversity, and belonging in all aspects of the Region's Human Resources & Citizen Service Department, including championing data disaggregation and other methods of identifying disparities and inequities in policies, practices, and programs.

Apply Your Knowledge, Skills and Abilities

As the ideal candidate, you will use your skills, experience and talents to lead the creation and corporate-wide implementation of an internal plan that will enhance a culture of equity and inclusion at the Region through projects and transformational strategies. You will be instrumental in the development and implementation of a diversity, equity and belonging framework in relation to human resources policies, practices, and programs, the employee experience, and workplace culture. You will help to advance the

Region's strategic plan by developing action plans, including resources and tools.

In this role, you will partner with colleagues to facilitate integration of diversity, equity and belonging by reviewing current human resources practices and recommending and supporting changes that remove bias and promote a culture of DEB, supportive of all employees. You will work closely with leaders and departments to further diversify and advance the workplace culture, and evaluate existing structures to ensure systemic barriers impeding employee and organizational development are removed. You will also work with the Director of Reconciliation and Diversity, Equity and Inclusion on shared issues and approaches, including community input to address internal barriers.

The organization will look to you as a subject matter expert on Human Rights, and equity, diversity and belonging, and you will help to address incidents of harassment, discrimination, and bullying in the workplace. You will provide expert advice to leaders, hiring committees, and other equity- or inclusion-related committees to provide them with the knowledge to lead diverse teams, and to support employees to be, and do their best.

You will help us understand the demographics of the organization by launching and maintaining an employee census to help identify gaps in representation of under-represented groups.

Your relationship-building skills will help to create and maintain relationships with key external stakeholders, including equity deserving groups within the community, and you will serve as a liaison between these groups and internal advisory groups. You will also create and chair an internal DEB Council, and support the creation of employee affinity groups.

You are a strong administrator and transformational leader who understands the importance of staying informed about current social issues and understanding their impact on building an inclusive workplace with a diverse workforce focused on, and providing culturally safe service to, citizens.

Bring Your Experience to the Region of Waterloo

To help us promote and maintain a culture of diversity, equity and belonging, you will have significant, progressively responsible related experience with the above, as well as a bachelor's degree in a related field (e.g., Human Resources, Organizational Development, Equity and Diversity Studies, Social Work, Law, Sociology, Education), and/or an equivalent combination of education and/or related experience that may include knowledge gained from learning from Elders, Indigenous knowledge keepers, and community members.

As our ideal candidate, you will have experience working with diverse and under-represented populations, including program development and/or project management focused on structural or systemic change, and working in the areas of group process, conflict resolution, team development, community engagement, and mobilizing groups as it relates to diversity, equity, inclusion, and belonging.

You have lived experience through a personal understanding of the issues and concerns of equity-seeking groups, along with the challenges that come with systemic racism, discrimination, and inequity as an Indigenous or racialized individual, a person with a disability, and/or a member of the 2SLGBTQ+ or another under-represented community.

Your knowledge and understanding of diversity, equity, and belonging combined with a demonstrated ability to take action and get results will enable you to help drive the Region's commitment to further integrating these principles into its identity.

As a leader of transformational change, you will use your strong facilitation, collaboration and conflict resolution skills to build trust, engage and influence others, and build partnerships across all levels of the organization.

NOTE:

- **In accordance with the Region of Waterloo's Mandatory COVID-19 Vaccine policy, new Region of Waterloo employees are required to be fully vaccinated, (valid medical or Ontario Human Rights Code exemptions permitted), against COVID-19 as a condition of employment.**

Salary

In addition to offering a competitive compensation package, we have a strong focus on health and wellness, including fitness facilities and family-focused benefits. The salary of this position ranges **between \$109,727.80 and \$137,155.20** per annum (Grade 09 on the Management & Management Support wage scale).

For full position details and to apply to this exciting opportunity, **by 11:59 p.m., Monday, January 10, 2022**, please visit the career opportunities section of the Region of Waterloo website and refer to **competition number 2021-2555**.

Candidates that are not fully qualified will be considered when no fully qualified applicants can be identified.

The Region of Waterloo is an equal opportunity employer committed to diversity, inclusion, and supporting the well-being of our employees. We 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.

Alternate formats of this document are available upon request. Please contact the Service First Contact Centre at phone number 519-575-4400, or TTY number 519-575-4608 to request an alternate format.
