

## Director, Equity, Inclusion, and Anti-Oppression McMaster University

*McMaster University recognizes sits on the traditional territory shared between the Haudenosaunee confederacy and the Anishinabe nations, which was acknowledged in the Dish with One Spoon Wampum belt. That wampum uses the symbolism of a dish to represent the territory, and one spoon to represent that the people are to share the resources of the land and only take what they need.*

McMaster is unique among U15 institutions in the balance it strikes between research intensiveness on a global scale and a focus on innovative teaching and learning strategies that foster an exceptional student experience. As articulated in its [Institutional Priorities & Strategic Framework 2021-2024](#), McMaster's commitments to inclusion, community, and social responsibility are central to this balance of research and learning excellence. The [Equity and Inclusion Office \(EIO\)](#) is a central resource where expertise is proactively drawn upon to drive institutional equity, diversity, inclusion, and accessibility goals.

Integral to realizing McMaster's vision of "Impact, Ambition and Transformation through Excellence, Inclusion and Community" is ensuring equity, inclusion, and anti-oppression are embedded into every aspect of the institution. It is within the context that McMaster is seeking a new **Director of Equity, Inclusion, and Anti-Oppression**.

Reporting to the Vice-Provost, Equity and Inclusion, the Director, Equity, Inclusion, and Anti-Oppression is responsible for leading the design and delivery of the university's equity, diversity, and anti-oppression programs and initiatives. The Director is a strategic leader, convener, subject matter expert, and social justice advocate for all matters related to equity, inclusion, and anti-oppression. The Director brings together EDI experts and professionals from across McMaster's decentralized campus to drive collaboration and facilitate EDI communities of practice, supporting and balancing diverse embedded goals with overarching institutional initiatives, and also supports central service units. Responsible for strategically and operationally advancing the principles of inclusive excellence and anti-oppression in support of McMaster's mission and vision, the Director designs, catalyzes, and maintains collaborative partnerships across the university campus and sector. The Director provides advice, support, and capacity building for the Vice-Provost, Equity & Inclusion and other university leaders. Supporting the development of a renewed strategic plan for Equity, Diversity, Inclusion and Accessibility (EDIA), the Director provides leadership to strategic change management initiatives that build institutional and sector-wide capacity and cooperation. The Director addresses deeply complex issues across campus, building issue-specific frameworks where required. The Director develops and leads EDI training and education, assumes a key role in the development of an EDIA data strategy, and conducts regular EDIA policy audits for systems change and implementation across the university. The Director connects with community organizations and leaders, develops outreach and partnership strategies, and works closely with key stakeholders internally and externally to support institutional goals related to equity, inclusion, and anti-oppression.

As the ideal candidate, you are a dynamic leader with progressive experience and accomplishments advancing diversity, equity, and inclusion in a complex organization, both strategically and operationally. Supported by your academic, professional, and/or lived experience/expertise, you confidently influence, connect, and partner across and beyond your organization to mobilize leaders around EDI objectives, and have a proven track record of successfully developing, implementing, and assessing EDI strategies, initiatives, and programs. You solve complex problems by drawing upon subject matter

expertise in the areas of anti-oppression, anti-racism, postcolonialism, and disability justice. You are an activator with strong organization skills, readily able to translate big picture thinking into practical tools in order to move things forward. You are a gifted facilitator who can draw on knowledge of data and emerging trends in EDI to engage executive administration, faculty, and staff in complex evidence-based dialogue about complex EDI challenges with confidence and trust. You are comfortable dealing with ambiguity and a complex, multi-consulted group environment where you expertly navigate competing needs and priorities. You embody brave and courageous leadership, readily able to respond to contentious and highly-visible social justice issues that emerge. You are an outstanding communicator whose greatest strength is your ability to build and maintain relationships and cultures. You are a change-agent with good judgement and negotiating skills. You have an appreciation for and understanding of the unique intersections between EDI and scholarly research, able to contribute to the development of equitable pedagogy at McMaster. Academic training with an EDI focus is considered an asset.

If you are interested in helping shape equity, social justice, and inclusion at one of Canada's outstanding research-intensive universities, please contact Mike Young ([myoung@boyden.com](mailto:myoung@boyden.com)). To apply, please visit <https://boyden.thriveapp.ly/job/2361>.

*McMaster University strives to embody the values of respect, collaboration, and diversity, and has a strong commitment to employment equity. The University seeks qualified candidates who share our commitment to equity, diversity, and inclusion. While all qualified candidates are invited to apply, we particularly welcome applications from women, persons with disabilities, First Nations, Métis and Inuit peoples, members of racialized communities, and 2SLGBTQ+ persons.*