

# Assistant Vice-President

## Equity and Inclusive Communities



Carleton University invites applications for the position of Assistant Vice-President, Equity and Inclusive Communities, with the appointment to be effective ideally in early 2022. This challenging and rewarding role provides primary advice and direction to the senior academic and administrative leaders of Carleton University regarding human rights and Equity, Diversity and Inclusion (EDI).

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 over 30,000 full- and part-time students from every province in Canada and more than 100 countries around the world with academic opportunities in numerous academic programs. Additional information about the university and its [Strategic Integrated Plan](#) is available at [carleton.ca](http://carleton.ca).

The Assistant Vice-President, Equity and Inclusive Communities (AVP EIC) provides strategic leadership to foster the development of an inclusive and transformational university culture where individual distinctiveness and a sense of belonging for every member drive excellence in research, teaching, learning and working at Carleton. This includes the development and implementation of anti-racism equity and inclusion policies, programs and practices; discrimination harassment and accommodation response; and sexual violence prevention and survivor support. As the University's spokesperson on human rights and EDI, the AVP EIC will promote anti-racism and EDI with a variety of internal and external groups, including students and student associations, campus unions, provincial and federal representatives and the media.

The AVP EIC is responsible for the budgetary, organizational and strategic planning of the Department of Equity and Inclusive Communities, including developing and implementing policies, programs and practices and managing informal and formal complaints. The incumbent leads the implementation of the university's [EDI Action Plan](#) to further integrate EDI into the work and mission of the institution. Reporting to the Provost and Vice-President (Academic), the AVP EIC will advise senior leaders, including the President and Vice-Chancellor and senior academic and administrative managers on strategic issues related to EDI. The AVP EIC collaborates closely with executive and academic leaders across the university and within the Provost's

portfolio, including the AVP Indigenous Initiatives and Director, Centre for Indigenous Initiatives.

The successful candidate will possess an in-depth knowledge of human rights and EDI 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 AVP EIC will understand educational and employment equity issues, and the laws governing equity, human rights and administrative processes. The ability to manage in a complex and diverse environment, excellent interpersonal and communication skills, an inclusive approach to building consensus and creative problem solving are required. The AVP EIC must earn the respect of all members of the Carleton community. To effect any change in the status quo, cultural competency, tact, sensitivity, sound judgment, patience and leadership are required. Given the nature of the task, the AVP EIC must also demonstrate a strong personal interest and commitment to improvement in the status of racialized persons, persons with disabilities, women and all other groups covered by human rights legislation.

Carleton University is strongly committed to fostering 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 expressions. 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 position is 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



Laverne Smith & Associates Inc.

[www.lavernesmith.com](http://www.lavernesmith.com)