

## Loyalist College

### Executive Director, Equity, Diversity, and Inclusion

*Loyalist College is located on the territory of the Huron-Wendat, the Anishinaabeg, and the Haudenosaunee people. We acknowledge our shared obligation to respect, honour, and sustain these lands and the natural resources contained within.*

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#### **About Loyalist College**

Recognized as Canada's top 50 research colleges, [Loyalist College](#) is Ontario's destination institution for industry-focused training. At the core of culture cultivation are the students, faculty, staff, and partners who have intentionally designed learning spaces that emphasize applied, experiential learning in highly personalized classroom settings. The 6,000 full-time and 8,000 part-time students who call the institution home live, learn, and play in the beautiful Bay of Quinte, a region known for being an outdoor adventurer's paradise. With campuses in Belleville, Bancroft, and Toronto and a satellite location in Port Hope, the College is at an important stage of its evolution as it continues to drive student success while ensuring that the best practices of equity, diversity, and inclusion (EDI) lie at the core of its mandate delivery.

#### **The Opportunity**

Loyalist College operates within a community of care that is committed to investing in justice-seeking initiatives meant to eradicate systemic and structural disadvantages within the institution. It is within this context that Loyalist welcomes applications and nominations for the role of **Executive Director, Equity, Diversity, and Inclusion** — an inaugural position that will help shape the future of the College and the community that it serves.

Reporting to the President and CEO, the successful candidate will offer the strategic leadership needed to develop and implement the College's plan for EDI and supporting programs and resources to create and foster a diverse and inclusive workplace. Working alongside the College Executive Team, the incumbent manages a range of activities and portfolios, including developing, recommending, and implementing policies, practices, and programming for EDI that is in accordance with the [College's objectives/strategic plans](#) and applicable legislation and ethical standards; working with local Indigenous groups to ensure that the institution drafts a strategic plan that furthers the commitment to responding to the Truth & Reconciliation Commission's Call to Action pertaining to the education sector;

conducting data analyses on student and workforce representation of diverse groups (e.g., members of racialized communities, international students, LGBTQIA2S+, women, persons with disabilities, etc.); and overseeing investigations in the areas of anti-racism, human rights, AODA, and sexual violence in accordance to the College's policies. The successful candidate is a self-starter capable of mobilizing resources and navigating networks to bring to life visionary ideas.

## **Qualifications**

Among the qualifications being sought in candidates, the incoming leader must have a deep and abiding commitment to advancing reconciliation, equity, diversity, and inclusion in all its forms and must believe, intrinsically, in the importance of leading with curiosity and welcoming ideas that can later be synthesized and turned into possibility. While all candidates are encouraged to apply and, in so doing, share how they see themselves adding value to the Loyalist environment, the following credentials and/or experiences are seen as possible markers of the candidates most likely to realize success in the role: A) skilled communicator, facilitator, and educator who has led institutional change within a complex, multi-stakeholder environment (e.g., senior administrators, faculty, staff, students, community partners, and unions); B) demonstrated cultural competency, humility, and experience working with Indigenous, racialized, international students, and other marginalized communities; C) senior administrative experience, preferably gained from a post-secondary institution or similarly structured unionized environment, and has experience with strategic, operational, human resources, and budgetary management; and D) a graduate degree, preferably in a discipline related to the portfolio (e.g., equity studies, law, social justice, sociology, public administration, etc.).

## ***How to Apply***

Loyalist College is committed to promoting a diverse and inclusive college community. They encourage and welcome applications from marginalized and equity seeking groups.

*Loyalist College invites applications from all qualified candidates; however, Canadian citizens and permanent residents will be given priority. The College is partnering with BIPOC Executive Search to ensure an applicant list that is diverse and is as intersectional as possible. All interested applicants can send their resume to Shirley Ley by e-mailing [sley@bipocsearch.com](mailto:sley@bipocsearch.com), or can apply through the BIPOC Executive Search mobile app.*

*In accordance with the AODA Act, for applicants living with a disability accommodation will be provided throughout the search process. Should*

*accommodations be required, please make Shirley Ley aware by using the above address.*

*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.*