



St. Lawrence College

Job Advertisement

St. Lawrence College

Director, Belonging, Equity and Diversity

St. Lawrence College (“SLC”) is an integral part of the economic life and social fabric of Eastern Ontario, with campuses in Kingston, Brockville, and Cornwall. SLC consistently ranks as one of Ontario’s leading community colleges, preparing students for the global economy with relevant, practical, and experiential learning opportunities. Offering over 100 full-time programs, SLC is a close-knit community of 10,000 full-time students, and more than 96,000 alumni. The College’s Strategic Plan, “*SLC in Five*”, ensures SLC collectively understands what its key priorities are for the next five years. The plan conveys how important it will be for the College to continue working together, how its objectives will support the College values, and the College’s growth aspirations. A specific way growth is reflected in this plan is with the addition of a new value: Belonging.

It is within this context that St. Lawrence College invites applications and nominations for the inaugural **Director, Belonging, Equity and Diversity (“Director”)**.

The Director is the senior lead responsible for facilitating the development and implementation of the College’s plan for Belonging, Diversity & Inclusion, and supporting programs and resources to create and foster a diverse and inclusive workplace. The Director reports to the Vice President, Belonging, Human Resources and Organizational Development with direct accountabilities to the President and the College Executive Team for the advancement of SLC’s goals. This position has a college-wide mandate pertaining to the Equity, Diversity and Inclusion Committee Task Force, and the Director will provide subject matter expertise to all 3 campuses and will ensure collaboration across SLC and with its external partners on this mandate. The incumbent will continue to grow and foster relationships across SLC and with its stakeholders and partners and provide guidance and expertise in promoting a positive working and learning culture that values

diversity and fosters equity, fairness, respect, cross-cultural understanding and inclusion. The Director will conduct data analyses on workforce representation of diverse groups, and will identify impediments to belonging, diversity and inclusion in current human resources programs and practices, and make recommendation for a strategic plan to overcome these impediments. The Director will also create a work plan and recommended approaches to increase workforce diversity and inclusiveness grounded in the report of the College's EDI Taskforce and aligned with best practices for embedding these principles in SLC's culture.

As the ideal candidate, you are highly collaborative and an effective communicator with demonstrated commitment to, and in-depth knowledge of, belonging equity, and diversity. You have progressive experience in the EDI field, and experience from within an academic or higher education environment is considered an asset. You hold cross-cultural competence, and have successfully designed and implemented EDI programs, workshops and training sessions. The incumbent must have the ability to project manage, respond strategically to requests, and manage campus wide expectations regarding all aspects of EDI. A post-secondary degree, or an equivalent combination of education, training, and significant experience in developing and implementing belonging, equity, and diversity programs is required.

To apply or explore this impactful leadership opportunity with St. Lawrence College, please submit a comprehensive resume along with a cover letter in confidence to **Jane Griffith** (jane@griffithgroup.ca) and **Sam Walton** (sam@griffithgroup.ca), or visit <https://griffithgroup.ca/dbed/>

St. Lawrence College is committed to employment equity and diversity in the workplace. It encourages and welcome applications from members of the designated groups, including women, racialized minorities, Indigenous peoples, persons with disabilities and persons of any sexual orientation and identity. SLC is committed to an inclusive, barrier-free selection process.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

In accordance with provincial legislation, accommodation will be provided by Griffith Group and St. Lawrence College throughout the recruitment, selection and/or assessment process, upon request, to applicants with disabilities. If you require accommodations during the recruitment process, please contact jane@griffithgroup.ca and/or sam@griffithgroup.ca.

We thank all those who express interest in this opportunity, however, only those chosen for an interview will be contacted.