



Vice-President, Equity, People and Culture

Toronto, Ontario

York is a comprehensive, community-engaged university providing a broad sociodemographic of students access to a high-quality, research-intensive learning environment. York champions new ways of thinking that drive teaching and research excellence. Through cross-disciplinary programming, innovative course design, diverse experiential learning and a supportive community environment, our students receive the education they need to create big ideas that make an impact on the world. Located in Toronto, York is the third-largest university in Canada, with a strong community of 53,000 students, 7,000 faculty and administrative staff, and more than 300,000 alumni.

This newly created role reports directly to the President and Vice-Chancellor, reflecting the strategic importance of this portfolio, the responsibilities of which have until now resided in several areas of the University. The Vice-President, Equity, People & Culture (EP&C) will lead a team including the AVP of Labour Relations and the AVP of Human Resources. A member of the University's leadership team, the Vice-President, EP&C will ensure that employees, organizational culture and principles of equity are key considerations in developing and implementing the University's strategy, priorities, policies and operating principles. The Vice-President will lead the development and execution of a progressive, effective EP&C strategy and structure that will advance the University's mission and cultivate an equitable, inclusive, respectful and healthy work environment and positive organizational culture.

With an advanced degree and senior-level administrative leadership experience in a large, complex organization, ideally in higher education or the public sector, you are a champion of equity, diversity, inclusion and human rights. You have relevant experience working in a unionized environment and a track record of fostering healthy organizational cultures. Strategic, collegial, consistent and fair, you have led and motivated teams in complex environments. This is your opportunity to build an innovative and responsive Equity, People and Culture portfolio to support the transformative power of a York University education.

York University is an Affirmative Action (AA) employer and strongly values diversity, including gender and sexual diversity, within its community. The Affirmative Action Program can be found at <http://yorku.ca/acadjobs> or by calling the AA office at 416-736-5713. The University welcomes applications from all qualified individuals, including individuals within the University's employment equity categories of women, persons with disabilities, members of visible minorities and aboriginal persons, individuals of diverse gender and sexual orientation and all groups protected by the Human Rights Code. York University is committed to employment equity and diversity and a positive and supportive environment.

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), accommodation will be provided throughout the recruitment process to applicants with disabilities.

Applications will be reviewed upon receipt. All responses to Caldwell Partners are confidential. Please indicate your interest in Project 180112 at www.caldwellpartners.com/apply.php.