Inclusion Advisor

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Professional and Managerial Group

Inclusion Advisor

Dean’s Office, College of Social and Applied Human Sciences

Temporary full-time from May 2, 2022 to May 1, 2024
Hiring #: 2022-0247

Please read the Application Instructions [1] before applying

The Inclusion Advisor role will provide leadership in support of the College of Social and Applied Human Sciences (CSAHS) anti-racism, equity, and accountability efforts to promote a college culture that is inclusive and promotes representation of the community we serve in our student population.

The Inclusion Advisor will fulfill their mandate by being a passionate, subject-matter expert who has lived experience of relevance to this role.

The Inclusion Advisor will:

- Support CSAHS racialized graduate students and all CSAHS faculty/instructors to get the information, guidance, and support they need to foster student success.
  - Manage drop-in hours to provide culturally responsive academic advising for students
  - Continue the development and lead the launch, facilitation, and growth of the BIPOC Graduate Student Mentorship Program
- Advise Senior Leadership (Dean and Associate Deans) and action strategic EDII (Equity, Diversity, Inclusion, and Indigenization) projects. Guide the College to understand the best ways to support the success of racialized students, explore structural change, and promote an institutional culture that is an anti-oppressive space for its students, faculty, and staff.
- Bridge and build campus relationships to foster connections with key university stakeholders and CSAHS to develop inclusive strategies moving forward.

To be successful in this role the incumbent is required to have:

- A Master’s/graduate degree in social justice, counselling, higher education, social work, or related field coupled with several years of progressive experience working with racialized communities
- The candidate has extensive lived experience of relevance to this role (i.e., identify as a racialized person)
- Expert understanding of and training in intersectionality and diversity of students
- Expert level knowledge of and experience working with anti-oppression, equity, diversity, and inclusion frameworks including the ability to proactively identify challenges and opportunities related to these areas of expertise to identify current priorities and support future planning and strategy
- Proficiency using Microsoft Office 365 (especially Outlook, Excel, Word, PowerPoint) and video conferencing
- Excellent communication, conflict resolution, interpersonal and problem-solving skills
- Experience researching, designing, implementing, and evaluating programming and training including in online environments
- Ability to work independently
- Experience working with racialized post-secondary students/young people, well versed in culturally responsive advising principles and practices, the current issues impacting racialized students, and a passion for engaging students to help them succeed
Experience working with multiple stakeholders towards a common goal
Experience building connections and relationships across different units
Experience with significant accountability for some or all the following areas: organizational culture, equity, diversity practices and systems, accountability, change management and human rights

Classification               P05
Professional/Managerial Salary Bands [2]

At the University of Guelph, fostering a culture of inclusion [3] is an institutional imperative. The University invites and encourages applications from all qualified individuals, including from groups that are traditionally underrepresented in employment, who may contribute to further diversification of our Institution.

Posting Date: 2022 03 30
Closing Date: 2022 04 13

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Links
[1] https://www.uoguelph.ca/hr/careers-guelph/how-apply