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Professional and Managerial Group

**Equity, Diversity, Inclusion (EDI) and Anti-Racism Coordinator**

**Department of Athletics and Student Housing Services**

Temporary full-time from July 1, 2022 to June 30, 2023
Hiring #: 2022-0338

Please read the [Application Instructions](#) [1] before applying

Consistently ranked as one of the best comprehensive universities in Canada, the University of Guelph, the Department of Athletics & Recreation (Athletics) and Student Housing Services (SHS), are committed to fostering an inclusive learning, training, and working environment where all students, athletes, volunteers, staff, patrons, and community members experience an authentic sense of belonging.

Reporting jointly to the Director of Athletics and the Director of Student Housing Services, the Equity, Diversity, Inclusion and Anti-Racism Coordinator will be responsible for implementing and supporting the EDI and anti-racism initiatives of both departments. The incumbent will identify best practices, establish and maintain EDI and anti-racism standards, and develop benchmarks and metrics to inform, measure, and evaluate progress.

The Coordinator will be guided by and work collaboratively with the departments' EDI Advisory Committee and working groups to assess policies, procedures, processes, activities, and culture; and to embed equity, inclusion, diversity, anti-racism, and anti-oppression practices into departmental operations, programs, services, and initiatives.

The incumbent will work collaboratively with departments in Student Affairs, the Office of Diversity & Human Rights, and stakeholders to recommend strategic approaches and implementation of delivery systems that will foster an environment of inclusion and respect. The Coordinator will represent Athletics and SHS on various EDI and anti-racism related university committees and initiatives.

The Coordinator will develop and support staff in the implementation of EDI and anti-racism initiatives, provide advice to students and student organizations in the implementation of inclusion programming, work collaboratively with campus partners to plan and coordinate EDI and anti-racism programs and events for Athletics and SHS, and participate in OUA and U Sports anti-racism activities and programs.

The incumbent will oversee the logistics of EDI and anti-racism training for students, student staff, athletes, coaches, volunteers, and full-time staff, establish a training schedule, and coordinate facilitation with campus partners.

To be considered for this position, candidates must have:

- An undergraduate degree in a related field along with two (2) or more years of related experience, or an equivalent combination of related education and experience.
- Demonstrated knowledge of the needs and experiences of equity-deserving communities.
- Knowledge of anti-racism, colonialism, racism, anti-Black racism, oppression, and intersectionality informed by lived experience.
- An understanding of the concepts of systemic and structural discrimination and bias and their impact on equity-deserving communities.
- Knowledge of anti-racism, anti-oppression, and social justice principles with demonstrated experience applying these frameworks within programming, service, education initiatives.
• Demonstrated experience advising and working with student/staff or other organizational groups and incorporating the perspectives of multiple communities.
• Prior experience designing, delivering, and evaluating equity, diversity, inclusion and anti-racism trainings, workshops, events, and community activities.
• Excellent leadership, teamwork, and organizational skills.
• Strong communication, listening, problem solving and conflict resolution skills.
• Strong computer skills including proficiency with Microsoft Office applications.

Classification P03
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 05 16
Closing Date: 2022 05 30

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