

Director, Indigenous Initiatives for the People, Equity and Inclusion Portfolio

Simon Fraser University



Organization's Profile

Company Name - Simon Fraser University

Simon Fraser University is known for being highly involved with the community, combining innovative education, cutting-edge research, and widespread community engagement. They pride themselves on being unconventional, fearless, compassionate, approachable, and prepared for any challenge. The university values and celebrates diversity in people, ideas, and cultures, recognizing that these differences bring about new perspectives and enrich the learning experience. Overall, SFU is Canada's engaged university dedicated to fostering a dynamic learning environment that produces well-rounded and engaged graduates. Simon Fraser University is committed to its Truth and Reconciliation journey as outlined in the Walk This Path With Us and annual Reconciliation Reports that can be found [here](#).

- Simon Fraser University acknowledges the xʷməθkʷəy̓ám (Musqueam), Skwxwú7mesh úxwumíxw (Squamish), salílwataɁ (Tsleil-Waututh), qíɬay̓ (Katzie), kwíkʷəɬəm (Kwkwetlem), Qayqayt, Kwantlen, Semiahmoo and Tsawwassen peoples on whose traditional territories their three campuses reside.

About the Role

The Director of Indigenous Initiatives for the people, equity and inclusion portfolio will oversee the portfolio for Truth and Reconciliation and Indigenization and Decolonization at the university, with a focus on improving Indigenous outreach, recruitment, hiring, and retention efforts for faculty and staff. This role will create a strategic plan and framework based on Indigenous ways of knowing, and developing institutional Indigenous practices that align with policies, faculty and staff agreements, and relevant legislation. Additionally, the role acts as a central resource, providing education, training, and advice to leaders and employee committees, and works collaboratively with the Indigenous community of the university to advance Truth and Reconciliation and Indigenization and Decolonization efforts, including supporting Indigenous faculty and staff.

Qualifications

Bachelor's degree in Social Sciences, Justice, Education, or a relevant discipline, including courses in conflict resolution and five years of related experience in a large public sector organization developing and implementing Indigenous initiatives that center Indigenous ideologies, decolonization, collaboration, conflict resolution, cultural sensitivity. Experience working with applicable legislation governing employment equity and the BC Human Rights Code and lived experience of indigenous knowledge systems and protocols, or an equivalent combination of education, skills and experience.

- Knowledge of the 94 Calls to Action from the B.C. Truth and Reconciliation Commission of Canada
- Knowledge of the United Nations Declaration on the Rights of Indigenous Peoples
- Knowledge of the Government of British Columbia's Declaration on the Rights of Indigenous Peoples Act Action Plan
- Knowledge of conflict resolution
- Knowledge of the Federal Contractor Reporting Program
- Working knowledge of the BC Human Rights Code
- Knowledge of best practices in Human Resources and Compensation and wise practices for hiring, retention and recruitment
- Excellent analytical and problem-solving skills
- Excellent interpersonal and communication skills
- Excellent project management, strategic planning, and organizational development skills
- Ability to strategize on operationalizing university plans related to Truth and Reconciliation, Indigenization, and Decolonization

The annual salary for this role is: \$95,800 - \$132,000

- Candidates are invited to submit a self-identification narrative/story of their Indigenous lived experience and a letter of support from Indigenous community to be considered for this position.
- Simon Fraser University is committed to the principle of Employment Equity.

Contact

Should you be interested in applying to the role please send your resume and cover letter to: Kanu Jacobsen at kanu@synergyonboards.ca. -or- Jessie Williams at jessie@synergyonboards.ca.

Location : Hybrid

The office is located in Burnaby, BC

Experience

- Indigenous Leadership
- Indigenous Governance
- Reconciliation and Decolonization
- Designing and Delivering Indigenous Cultural Learning Programs
- Equity, Diversity & Inclusion
- Negotiation Skills
- Establish Rapport Among Various Stakeholders
- Performance Management

Competencies

- Indigenous Relations
- Collaboration
- Relationship Building
- Change Management
- Effective Communication
- Transformational Leadership
- Conflict Resolution

About Synergy

We are a diversity-oriented executive and board consulting and recruitment company located in Vancouver, British Columbia. We are committed to helping companies build diverse, world-class management teams through exceptional talent, training and consulting solutions.

www.synergyonboards.ca