Director, Equity and Indigenous Strategy

Location: Ottawa, ON (flexible/hybrid environment)
Employment Type: Regular, full-time opportunity
Anticipated Salary Range: $120,000 - $140,000, dependent upon experience and qualifications

Consider joining Genome Canada’s progressive and growing team as their Director of Equity and Indigenous Strategy.

Reporting to the President & CEO, the Director, Equity and Indigenous Strategy will be responsible for providing leadership for all organizational activities intended to further integrate and advance Genome Canada’s commitment to inclusion, diversity, equity, and accessibility (IDEA) as well as truth, reconciliation and Indigenous engagement. This will include creating, leading and overseeing the implementation of Genome Canada’s linked but distinct strategies for IDEA and truth, reconciliation and Indigenous engagement, providing cross-organizational guidance and education on related matters, and working with the Genome Centres and other external stakeholders to align efforts.

This role will provide vision, operational leadership, and counsel and will collaborate across functions to create a welcoming, culturally safe and respectful environment embracing diversity as a core organizational competency and promoting a culture of inclusion, equity, accessibility and a commitment to truth, reconciliation and Indigenous engagement.

Key Responsibilities:

- Lead the creation and implementation of programs and initiatives that further Genome Canada’s IDEA strategy and framework and supports our commitment to truth, reconciliation and Indigenous engagement, creating a more inclusive, diverse, equitable and accessible workplace and environment.

- Oversee the delivery of the organization’s IDEA strategy through a combination of direct program accountability, education and training and internal and external partnerships.

- Provide strategic counsel and analysis to recommend the most effective approaches on a wide range of IDEA related issues, policies, procedures and strategies.

- Provide strategic counsel and support for the delivery of a distinctions-based strategy for truth, reconciliation and Indigenous engagement that centres on meaningful engagement with Indigenous communities, leaders, and researchers.

- Using an IDEA and truth, reconciliation and Indigenous engagement lens, create processes and advance initiatives to identify and remove systemic barriers within the organization, its programs and operations to create equitable pathways to, and success
within, Genome Canada and more equitable access to, and benefits from, our programs.

- Act as a Subject Matter Expert to support and partner with Genome Canada's IDEA Committee, co-chairs and sub-committees, and support the development of Indigenous-centred advisory structures.

- Working with the Director, Strategic Impact and Evaluation, provide analytics and measurement outcomes including benchmarking, tracking metrics, collecting information and generating and analyzing reports for various audiences to demonstrate impact and trends of IDEA programs and initiatives.

- Develop and maintain specific and actionable tools and resources (e.g., diversity dashboards, templates, forms, surveys) to increase consistency and standardize IDEA and truth, reconciliation and Indigenous engagement across the organization.

- Lead and participate in IDEA and truth, reconciliation and Indigenous engagement working groups, communities of interest and community initiatives and events, internally and externally, that enhance the understanding, alignment, and advancement of best practices. This includes engagement with leading global genomics organizations and similar efforts.

- Partner closely with internal teams and committees to ensure cohesiveness and alignment.

- Collaborate with the Senior Management Team and Human Resources to identify process improvements and integrate IDEA and truth, reconciliation and Indigenous engagement practices into core employment and workplace processes and practices.

Qualifications

- Post-Secondary Degree in a related field such as cultural studies, Indigenous studies, law, social science, sociology, woman’s studies, public administration and policy, etc. An advanced degree is preferred, or an equivalent combination of education and experience.

- Minimum of 7 years of progressive experience demonstrating achievement, preferable including a related senior administrative position.

- A thorough understanding and knowledge of human rights, inclusion, diversity, equity, accessibility, intersectionality and an understanding of the related legal frameworks as well as Canada's colonial history, relationship with Indigenous peoples and related rights frameworks and obligations.

- Strong knowledge and experience with various areas of equity such as anti-racism, anti-discriminatory, anti-oppression and inclusion frameworks, social model of disability, LGBTQ2S, decolonization framework in a Canadian context and the ability
to proactively identify challenges and opportunities related to these areas of expertise to support future planning and strategy.

- Experience with or significant knowledge of the Canadian higher education and research ecosystem, including research funding processes and practices and familiarity with the mandate and role of Genome Canada and regional Genome Centres.

- Practical experience designing and implementing IDEA and truth, reconciliation and Indigenous engagement programs and strategies and advancing IDEA and truth, reconciliation and Indigenous engagement initiatives within a complex organization and successfully communicating and educating a broad range of individuals on difficult and complex issues.

- Demonstrated ability to effectively lead teams, develop presentations and training and effectively facilitate team discussions, working with different learning styles.

- Lived experience of encountering and addressing complex equity, diversity and human rights issues is strongly preferred.

- IDEA and truth, reconciliation and Indigenous engagement experience from a government/university specific framework is ideal.

- Experience working with non-profits and non-profit board governance structures is preferred.

- Fluency in English is essential and in French a definite asset.

**Application process**

To apply, forward your cover letter and resume with the subject heading “Director, Equity and Indigenous Strategy” in the subject line to HR@genomecanada.ca. Please entitle your resume attachment with your first and last name.

Individual accommodations due to a disability are available upon request for candidates taking part in all aspects of the selection process. All qualified applicants will receive consideration for employment without regard to age, race, religion, ethnicity, gender, disability, citizenship status, marital status, actual or perceived sexual orientation.

Genome Canada is committed to creating an inclusive environment and building a team that represents a variety of backgrounds, perspectives and skills. We value diversity and recognize that experience comes in many forms and skills are transferable. Please view this description as a general overview, but not a mandatory, comprehensive list. If you feel passionate about our efforts and believe that you have the skills to contribute to this role, apply!

**Genome Canada** is a not-for-profit organization, funded by the Government of Canada, that acts as a catalyst for developing and applying genomics and genomic-based technologies to create economic and social benefits for Canadians. We connect ideas and people across public
and private sectors to find new uses for genomics, invest in large-scale science and technology to fuel innovation, and translate discoveries into solutions across key sectors of national importance. Learn more at genomecanada.ca.