Vice-Provost, Equity, Diversity and Inclusion (EDI)

We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

Position Profile

THIS IS AN INTERNAL SEARCH: CANDIDATES SHOULD HOLD A TENURED ACADEMIC APPOINTMENT AT MEMORIAL.

The Opportunity

Memorial is seeking an individual to provide leadership in the area of equity, diversity and inclusion (EDI) as its first Vice-Provost, EDI. Reporting to the Provost and Vice-President (Academic), the Vice-Provost, EDI, is a senior leader responsible for the execution of Memorial's goals and objectives for equity, diversity, and inclusion as articulated in its various frameworks, including the Strategic Frameworks for Indigenization, Teaching & Learning, Research, and Public Engagement.

Fostering a culture of equity, diversity, and inclusion is an institutional imperative. The position of Vice-Provost, EDI, will take the lead in making or maintaining university-wide institutional changes that are fully inclusive and open otherwise limited access to equity-seeking groups, while enabling full engagement. Transforming the structural barriers that create an exclusionary environment involves overcoming practices of stigma and bias, sidelining or isolation, and exclusion based on gender identity, gender expression, sexuality, race, ethnicity, disability status, socioeconomic status, age, Indigeneity specifically, in recognition of the Calls to Action from the Truth and Reconciliation Commission of Canada, http://nctr.ca/reports.php, as well as any intersections amongst all these identities. Our Employment Equity and Diversity Plan, available here, includes special measures to address the underrepresentation of equity-seeking groups. We welcome those who would contribute to the further diversification of our faculty and staff and its scholarship including women, racialized people, Indigenous people, persons with disabilities, and persons of any sexual orientation, gender identity, and gender expression. Similarly, the Action Plan for the Canada Research Chairs Program (CRCP) demonstrates Memorial's commitment to EDI for research, which includes an explicit plan to achieve its goals and objectives.

The Position

The Vice-Provost, EDI, will provide strategic direction and build strong relationships and credibility with senior administrative, academic and student leaders across the University, and with the broader community, working collaboratively to advance institutional equity, diversity, and inclusion goals and to foster diverse, inclusive and equitable learning and working environments, as well as a culture of respect, free from harassment, discrimination and violence. The new position will create and lead a Rights, Equity and Inclusion (REI) office that will enable education about

and implementation of relevant policies and guidelines. The successful candidate will work in close collaboration with the Special Advisor on Indigenous Affairs, Indigenous Student Resource Centre, Internationalization Office, Department of Human Resources, Office of Faculty Relations, Office of the Chief Risk Officer, Office of Sexual Harassment and other units as necessary. To advance the principles of EDI detailed in Memorial's EDI Action Plan, the REI office will foster and develop specific, measurable and sustainable modes of institutional and individual action to counter systemic barriers, obstacles, biases, and inequities in tandem with other offices at the university. A comprehensive and intersectional understanding of inequity, discrimination and exclusion is paramount to achieving institutional cultural change.

More specifically, the successful candidate will work to support the following areas from an EDI perspective:

1. **Admissions and Student Success** - Establish programs and work with other offices to attract a diverse student population, with access to a diverse array of scholarship opportunities. Work with staff in student services and internationalization units to ensure that we retain those students and ensure they are supported to succeed, and feel welcome, respected, and valued on campus.
2. **Recruitment and Success of Faculty/Staff** - Ensure that we can recruit and, more importantly, retain diverse faculty and staff by providing specific attention to equity at the departmental, faculty, and university levels through programs and policies that underscore a commitment to an inclusive campus culture.
3. **Teaching and Research** - Develop programs and policies with faculties and departments to ensure teaching and research practices that reflect principles of equity, diversity, inclusion and collaboration while building an inclusive campus culture for everyone.
4. **Organizational Systems** - Assess, promote, and develop institutional processes, practices and structures that are equitable for all members of the university, including staff, faculty and students. This requires responding clearly and successfully to address how historically and/or structurally disadvantaged groups experience those systems.
5. **Capacity Building** - Work with various offices and peoples to build an inclusive campus culture that ensures individuals and units understand how to put principles into practice and act accordingly. This means making training and tools available and accessible to everyone.

Candidate Qualifications

While the search committee recognizes that no one individual possesses all of the following qualifications in equal measure, they will be used in considering candidates' suitability for the position of Vice-Provost, EDI

Background, Knowledge and Skills

The ideal candidate should be an experienced and effective leader and practitioner in the areas of diversity, inclusion, equity, social justice, and human rights frameworks, and employ expert knowledge and experience in implementing inclusion and equity policies and programs.

Experience working effectively with and advocating for diverse populations and marginalized communities is required, particularly because advancing EDI is both a shared responsibility and one which requires strong, positive leadership skills to advance systematic, structural and lasting change. Candidates should possess good communication and collaborative skills, and should bring a demonstrated commitment to advancing EDI principles in a decentralized and collegial university or similarly complex setting to the role.

The ideal candidate will be dedicated to successfully embedding practical changes in institutional governance and accountability structures. The candidate should hold a tenured academic appointment with Memorial University.

The Search Process and the Appointment

The Search Committee is inviting expressions of interest, which should include a rationale for why the candidate believes they are suitable for the position, what their vision, goals and plans are for the position, and a C.V. highlighting a demonstrable commitment to EDI as a matter of sustained and ongoing research and scholarship; critical, creative, professional, or development work; teaching and activism scholarship; teaching; and/or activism.

Short-listed candidates will be invited to make a public presentation to the university community.

Memorial is committed to providing an inclusive learning and work environment. If there is anything we can do to ensure your full participation during the application process, please contact equity@mun.ca directly and we will work with you to make appropriate arrangements

Deadline for applications: **SEPTEMBER 30, 2020**

Please send to:

Dr. Mark Abrahams
Provost and Vice-President (Academic), *pro tempore*
Room A3047
Arts and Administration Building
Email: vpacad@mun.ca

Memorial University is committed to employment equity and diversity and encourages applications from all qualified candidates, including women; people of any sexual orientation, gender identity, or gender expression; Indigenous peoples; racialized people; and people with disabilities. As part of Memorial University's commitment to employment equity, all applicants are invited to identify themselves as a member of a target group(s) as appropriate. Applicants cannot be considered as a member of a target group(s) unless they complete an employment equity survey. If you do not receive a survey or have any questions, please contact equity@mun.ca.