

**Equity and Transformational Change Advisor (EDI 41334)**

**Equity, Diversity, and Inclusion**

**Office of the President**

**Location:** London

**Employment Group**: Support

**Type of Position:** Full-time

**Hours:** 35 hours per week. Monday to Friday 8:30 a.m. to 4:30 p.m.  
Hours of work may vary with occasional evening and weekend commitments.

**Pay Details:** $41.12 per hour

**Closing Date:** May 1, 2024

**Working at Fanshawe College**

Fanshawe College is committed to the principles of hybrid work and may offer this option to employees whose work can be performed in an alternate location, without adverse impact to the operations of the College, inclusive of our Student and Staff experience. Confirmation of hybrid work options available to you will be clarified upon hire and may be subject to change based on the duties required of your position. Successful candidates will be required to perform work within Ontario and must be available to work on campus, as required.

**Note:** This is a full-time Support position (35 hours per week).  
 **Duties:** To support Fanshawe’s commitment to address and dismantle systems of oppression experienced by equity-deserving/denied communities – including racialized persons; First Nations, Métis, and Inuit communities; persons with disabilities; members of the 2SLGBTQIA+ community; and women-identified individuals – the Equity and Transformational Change Advisor will be instrumental in driving and supporting the College’s anti-racism, anti-oppression, equity, diversity, and inclusion (EDI) strategy and operational planning. As the College works to implement “A College Where We Belong: Fanshawe’s EDI Framework” and forthcoming multi-year EDI Action Plan, the Equity and Transformational Change Advisor will be an integral resource for the College’s staff and leaders in providing strategic research and guidance grounded in lived experience, theoretical frameworks, academic and professional theory, diverse knowledges, and practical knowledge gleaned from community experiences and relationships.  
  
As a core member of the College’s EDI team, the Advisor will report to the Director of Equity, Diversity and Inclusion, and will have a dedicated focus on identifying pathways to transformational, sustainable, and justice-informed systemic change. The Advisor will serve as a core advisor and support to the Director in planning and executing strategic and operational plans in core performance areas relating to EDI, antiracism, and anti-oppression. They will also serve as a resource to EDI-related committees and working groups at the College, provide support to College leaders in researching, assessing, and implementing equity-informed changes to policy and procedure, and provide support to the EDI team in delivering training, education, and initiatives and projects.  
  
The Equity and Transformational Change Advisor will blend change management processes with intersectional equity frameworks. In doing so, they will advise the Director on bringing together various anti-oppressive lenses and will thus bring rich experience in bridging equity efforts and decolonial efforts and an ability to forge authentic and sustainable relationships with equity-deserving communities with a range of perspectives on bringing about transformative change. The incumbent will work in a highly collaborative fashion with other members of the EDI team and other college project teams, while bringing to the role a high capacity for independent work and critical thought.  
  
The Equity and Transformational Change Advisor will be passionate about the College’s mission of advancing a sense of belonging for equity-deserving students, staff, and faculty. The Advisor will be a visible presence of the EDI team and will serve as a positive, inspiring, and motivating ambassador for EDI work at the College and a respected advisor on equitable change.  
  
Given the subject matter of the role, preference will be given to candidates who self-identify as a member of an equity-deserving group and can speak to the impact of systemic inequity and oppression in their own lived experience.

**QUALIFICATIONS**

* Undergraduate degree in a relevant discipline (e.g., Social Sciences, EDI or other social justice program, Adult Education, Organizational Development, Human Resources, Business, or related field
* Graduate Master’s degree in a related field, broadly related to equity required
* Minimum 5 years’ experience in a relevant field related to equity, diversity, inclusion, anti-oppression, social work, decolonial or Indigenization work, antiracism, focused on supporting or advancing initiatives for underrepresented, equity-deserving, or marginalized communities
* An equivalent combination of education and/or experience may be considered; preference will be given to applicants meeting the education requirements
* Lived experience as a member of one or more equity-deserving groups, with the ability to acknowledge, understand, and speak to the impact of systemic oppression
* Extensive knowledge of the intersection of equity-related and justice-focused change management frameworks and approaches, including the bridging of anti-oppressive and decolonial frameworks to bring forth transformational change
* Demonstrated experience building and sustaining authentic trust-based relationships with equity-deserving communities, including First Nations, Métis, and Inuit communities; racialized persons; persons with disabilities; members of the 2SLGBTQIA+ community
* Demonstrated experience implementing successful equity initiatives, managing EDI and anti-oppression projects, and supporting the implementation of anti-oppression frameworks
* Strong research and evaluation skills and extensive experience synthesizing research from a wide variety of sources, including academic and community-engaged scholarship
* Demonstrated experience in writing effective, persuasive, and accessible research reports and briefing notes
* Extensive knowledge and application of adult education principles
* Advanced knowledge and understanding of equity, human rights, inclusion, racial justice, disability justice, queer justice, trans justice, anti-oppression, decolonization, intersectionality, unconscious bias, power, privilege, systemic barriers, and social justice
* Demonstrated knowledge of relevant equity legislation, including the Ontario Human Rights Code and Accessibility for Ontarians with Disabilities Act
* Excellent dispute resolution skills
* Excellent oral communication skills and sound judgment with a high degree of initiative
* Excellent organization and administrative skills
* Experience handling sensitive and emotionally-charged subject matter, with tact and confidentiality

**While transcripts are not required for the interview, they are mandatory prior to any offer of employment.**

**How to Apply:**

For more information and how to apply, please visit the Fanshawe College website at: <https://jobs.fanshawec.ca/>

We thank all applicants for their interest; however, only those chosen for an interview will be acknowledged.

**Fanshawe College is an equal opportunity employer.  We are committed to equity, value diversity, and welcome applicants from diverse backgrounds.**

**Fanshawe College provides accommodations to job applicants with disabilities throughout the hiring process. If a job applicant requires an accommodation during the application process or through the selection process, the hiring manager and the Recruitment Coordinator leading the recruitment will work with the applicant to meet the job applicant's accommodation needs.**