

Vice-Provost (Equity, Diversity, and Inclusion)

University of Calgary

Location: 2500 University Drive NW, Calgary, AB T2N 1N4

The University of Calgary is one of Canada's top comprehensive research universities, with over 34,000 undergraduate and graduate students in 14 faculties, over 1,800 academic staff, and over 3,200 non-academic staff across 5 campuses.

Through our *Eyes High* vision we have fundamentally transformed the University of Calgary. A dynamic and young university, we have raised our global profile, enhanced the quality of undergraduate and graduate education, promoted innovation and excellence in scholarly activity, and provided significant returns to the community and economy both locally and beyond.

The University of Calgary now invites applications for the inaugural appointment of a Vice-Provost (Equity, Diversity, and Inclusion). Reporting to the Provost and Vice-President (Academic), the Vice-Provost will be an academic leader and dedicated advocate that builds relationships to enhance our equity, diversity, and inclusion (EDI) policies and practices. The Vice-Provost will promote academic and research activities in EDI and foster a participatory culture of EDI within our campus community. Through personal experience and scholarly pursuit, the successful candidate will have credibility as a recognized scholar in an EDI related field with an expert understanding of the current and emerging practices in EDI. The successful candidate will engage with Vice-Provosts, Deans, Associate Deans, Department Heads, academic and non-academic staff, and students to champion the design and creation of EDI initiatives. The Vice-Provost will work with and through existing portfolios and structures, and lead the creation of new processes to implement initiatives to enhance equity, diversity, and inclusion on our campuses and to ensure accountability.

The Vice-Provost (EDI) will be the University representative primarily responsible for advising the Executive and other Administrative and Academic leaders on issues of human rights, diversity, inclusion and equity at the University of Calgary. The Vice-Provost will be a valued voice in the University's strategic planning processes, ensuring that the University's strategic work succeeds in advancing institutional EDI goals.

The Vice-Provost (Equity, Diversity, and Inclusion) will have:

- A PhD, EdD or equivalent professional qualification with academic experience commensurate with an appointment with tenure at the rank of Professor;
- An outstanding record of scholarly achievement in an area of equity, diversity and inclusion;
- Demonstrated substantive knowledge of and experience with implementing EDI policies and programs, preferably in a university or comparably complex setting;
- A deep understanding of the most pressing issues relating to EDI in the Canadian context;
- The ability to build effective relationships, while promoting and serving as a dedicated advocate for EDI within and outside the campus community;
- Exceptional communication skills with the capacity to advocate, influence, and inspire in a wide variety of settings across diverse demographics of stakeholders;



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- The ability to maintain a positive outlook and attitude in order to see opportunities within challenges and effectively solve problems;
- Practical experience working to promote equality and inclusion with at least one marginalized group of people;
- Proven ability to guide and work at the strategic level, engaging faculty members and staff to choose initiatives and manage priorities in the context of EDI and that of the University.

The City of Calgary is located within the traditional territories of the people of the Treaty 7 region in Southern Alberta, which includes the Blackfoot Confederacy (comprising the Siksika, Piikani, and Kainai First Nations), the Tsuut'ina First Nation, and the Stoney Nakoda (including the Chiniki, Bearspaw, and Wesley First Nations). The City of Calgary is also home to Métis Nation of Alberta, Region III.

Ranked the 5th most liveable city in the world by The Economist, and possessing one of the youngest populations of major cities in Canada, Calgary is home to world-class attractions, sporting amenities and public infrastructure that supports a healthy lifestyle. Calgary is a city of leaders - in business, community, philanthropy and volunteerism with the highest concentration of entrepreneurs and Canadian head offices in Canada. Situated in the sunny foothills of Canada's majestic Rocky Mountains, Calgary is a major urban centre surrounded by an area of profound beauty with an unspoiled, resource-rich natural environment.

As an inclusive employer, the University of Calgary recognizes that a diverse staff/faculty benefits and enriches the work, learning and research experiences of the entire campus and greater community. We are committed to removing barriers that have been historically encountered by some people in our society. We strive to recruit individuals who will further enhance our diversity and will support their academic and professional success while they are here. We encourage all qualified applicants to apply, however preference will be given to Canadian citizens and permanent residents of Canada.

The salary range for this position is \$142,000 to \$230,000 per annum and will be negotiated based on the candidate's skills and experience.

To explore this exciting opportunity further, please contact Boyden's Calgary office at 403-410-6700 or forward your CV and related materials in to opportunities@boyden.com.