



Director, Equity Diversity Inclusion & Belonging - 1 position	Posting #: 50058
St. Joseph's Hospital - London, ON	Posting Date: January 24, 2023
Full Time	Submission Deadline: February 13, 2023
Non-Union	Jennifer Pasichnyk, Human Resources

St. Joseph's Health Care London (St. Joseph's) is striving to strengthen a culture where diversity and belonging is lived and where the potential and the capacity of all our employees, physicians, patients, and the community is supported, welcomed, respected, and valued in our environment.

Reporting to the Chief Executive Officer, the Director, Equity, Diversity, Inclusion and Belonging (EDIB) is responsible for leading and supporting strategic, operational, and educational initiatives related to fostering and integrating diversity, equity, inclusion and belonging at St. Joseph's. This role works collaboratively with all levels of organizational stakeholders and external partners in the development and implementation of strategies and to address issues related to equity, diversity, inclusion, and belonging in particular support of our strategic priorities of Empowering People and Advancing Excellence in Care Together.

Essential Qualifications

- Master's Degree in health-related field preferred (specify) in training development or, humanities, or, social science, or, other related field(s) -or- a combination of education and experience which is deemed equivalent
- In-depth knowledge and experience in the application of equity, diversity, inclusion and social accountability best practices
- Experience with Diversity, Equity and Inclusion initiatives and leading sustainable culture change and transformation
- Experience and knowledge in applying relevant provisions of the Ontario Human Rights Code, Excellent Care for All Act, the Accessibility for Ontarians with Disabilities Act, the Occupational Health and Safety Act, the Workplace Safety and Insurance Act, collective agreements, human rights case law, and other related legislation (e.g. Employment Standards Act).
- Experience in a complex health care or public sector setting would be an asset
- Ability to effectively collaborate with internal and external stakeholders to carry out the vision and direction of the EDIB Strategy
- Experience addressing complex equity, diversity, and human rights issues
- The incumbent is current on best practices and emerging trends and leads and/or supports corporate activities related to EDIB
- Demonstrated experience planning and executing on projects efficiently and effectively including implementation of policy and identifying and addressing patient health equity barriers and disparity and other social needs
- Strong interpersonal, communication, and presentation skills
- Strong ability to conduct research, design, develop plans/procedures/write reports
- Excellent organizational, time management and decision-making skills to effectively manage deadlines and changing priorities
- Excellent oral and written communication skills to communicate in a meaningful way, including in presentation formats to a wide variety of audiences
- Superior conflict resolution and interpersonal skills, including teamwork, facilitation, coaching and negotiation
- Knowledge of a Safety Culture in a Health Care Setting in compliance with the OHSA
- Ability and commitment to act as a supervisor under OHSA
- Advanced proficiency in Microsoft Office applications, including MS Word, Excel, and PowerPoint, in order to conduct analysis and prepare reports and presentations.

- Ability to exercise independent judgment and take action
- Exceptional analytical, conceptual and problem solving abilities

Preferred Qualifications

- Member of a Health Equity Seeking group preferred
- Proficiency in French would be an asset

Teaching and Research

- St Joseph's Health Care London through its affiliation with Western University and Fanshawe College is a leading research and teaching hospital. As an employee of St Josephs, you will be expected to engage in role related teaching and research activities in addition to any of your clinical duties

Immunization Requirements

- Provide documentation you have received two doses of the Covid-19 vaccine and a written commitment to follow any future Public Health recommendations and St. Joseph's Health Care London policies and processes related to Covid management in the workplace.
- Provide vaccination records or proof of immunity against measles, mumps, rubella and varicella (chicken pox)
- Provide documentation of the Tuberculosis skin testing

Your interest in this opportunity is appreciated. Only those under consideration will be contacted.