

University of Waterloo

If you are a thoughtful and strategic EDI leader, consider this new role at the University of Waterloo Library where you can showcase your skills as a leader, advocate and changemaker to best serve the diverse needs of our library users. This two-year **Associate Director, Library, Equity, Diversity, Inclusion and Access (EDIA)** role may be a place for you to shine, hone your skills and positively shape Waterloo's research library ecosystem.

The Library has prioritized this vital role to ensure equity, diversity, inclusion and accessibility principles are embedded across all the Library's practices including teaching, research and learning. Working with senior leaders, library staff and partners across our large campus, the Associate Director, EDIA will explore our current state, conduct needs assessments, manage projects, facilitate important conversations and provide advice to develop and execute key recommendations.

Specifically, the Associate Director, EDIA will create an EDIA framework to develop and implement processes to enhance a culture of equity and inclusion through projects and transformational strategies within the University of Waterloo Library. Collaborating with the Library's User Experience team and other stakeholders, they will identify users' current needs and service gaps to integrate EDIA recommendations into programs. Working with a group of colleagues passionate about EDIA, the Associate Director, EDIA will co-lead the Library's EDIA working group to define and develop a staff training plan. They will also collaboratively develop strategic and tactical recommendations to support the Library to be a leader in EDIA practices across campus and with peer research libraries.

As this position is a priority hire, we ask interested applicants to include a statement indicating if they identify as racialized, Indigenous, persons with a disability or members of the 2SLBGTQ+ communit(ies) or through personal understanding of the issues and concerns of equity-seeking groups. Please note that our recruitment system has limitations. Hiring managers will only see the last updated version of the application (cover letter and resume) as older versions will be overridden. Therefore, if you are applying to more than one job simultaneously, your self-identification will be available to all hiring managers.

Qualifications

- Undergraduate degree in a related field (such as social work, education, psychology, organizational development, equity studies or disability studies) or equivalent education or experience that may include

knowledge gained from Elders or Indigenous knowledge keepers or equity, diversity, inclusion and access certifications

- Lived experience as a member of an equity-deserving group, specifically candidates who identify as racialized, Indigenous, persons with a disability or 2SLGBTQ+ and/or demonstrated experience in addressing equity and accessibility in a systemic context
- Project management and program development experience involving multiple stakeholders including senior leadership
- Strong relationship-building skills
- Experience with facilitation
- Ability to work with senior leaders to create change while collaborating with multiple stakeholders
- Evidence of creative approaches to problem solving and comfort with trial and error in programs and actions
- Ability to build trust and credibility to develop strong, productive working relationships
- Independent judgment with time management, task prioritization, managing multiple responsibilities and decision making
- Skilled with stakeholder management as part of projects geared to systemic racism, conflict resolution, community engagement or mobilizing groups to explore greater equity, diversity inclusion and access
- Demonstrated knowledge in and understanding of equity, anti-racism, anti-Black racism, anti-oppression, anti-colonial frameworks and the impact of discrimination on equity-deserving communities
- Proven initiative-taker, with a strong sense of political acumen and the awareness of effective listening
- Professional confidence and dynamic communication skills to effectively engage community members on difficult issues
- Asset: experience working in post-secondary education or an academic library
- Asset: knowledge of AODA and experience with accessibility
- Asset: event-planning experience

To read the full job description and to apply, please visit [University of Waterloo Human Resources](#).

We welcome interested candidates to connect directly with Jude Doble, Associate University Librarian, Administration and Strategic Initiatives to learn more about this exciting position. Jude may be reached at jude.doble@uwaterloo.ca.

Job openings are posted until the position has been filled. Due to the number of applications received, only applicants who are selected for an interview will be contacted.

The University of Waterloo is committed to accessibility for persons with disabilities. If you have any application, interview, or workplace accommodation requests, please contact Human Resources at hrhelp@uwaterloo.ca or 519-888-4567, ext. 45935.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Compensation

The salary for this position will be commensurate with experience and qualification within the USG 12 salary level. Hiring range: \$82,629 - \$103,286 based on 2022/2023 salary scales.

Work environment

Waterloo offers a hybrid workplace.

About the University of Waterloo

Waterloo has spawned thousands of commercial and social enterprises, is home to the world's largest co-operative education program and boasts a uniquely entrepreneurial culture that encourages experimentation and risk-taking. The result is an outstanding learning and research experience for more than 36,000 undergraduate and graduate students in Waterloo, Ontario, Canada — the anchor of Canada's innovation corridor.

Our work takes place on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. Our main campus is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River. Our active work toward reconciliation takes place across our campuses through research, learning, teaching, and community building, and is centralized within the Office of Indigenous Relations.