

Advertisement

Western University – Associate Vice-President, Equity, Diversity & Inclusion

Western University (Western) is located on the traditional lands of the Anishinaabek, Haudenosaunee, Lūnaapéewak and Attawandaron peoples, on lands connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum. This land continues to be home to diverse Indigenous Peoples (First Nations, Métis, and Inuit) whom the university recognizes as contemporary stewards of the land and vital contributors of our society.

Western University—a research-intensive institution and a founding-member of the [U15 Group of Canadian Research Universities](#)—is recognized for pushing the boundaries of pedagogical and scholarly excellence. Founded in 1878, and ranked among the top 1% of higher educational institutions worldwide, Western expands its reach across every continent, preparing future leaders to succeed and serving as a hub for more than 500 international research collaborations. Recognized by Forbes as one of [Canada's Top 100 Employers for 2021](#), Western is also known for having [one of the most picturesque campuses](#) in North America. For more information about Western University, visit <https://www.uwo.ca/>.

The University consists of 12 Faculties/Schools and three affiliated university colleges, which collectively offer more than 400 undergraduate program specializations and more than 50 Doctoral and 80 Master's degree programs. Western's main campus community (i.e., excluding the affiliated university colleges) is home to more than 1,300 full-time faculty, 2,500 administrative staff, and approximately 34,000 FTE students — 6,200 of whom are enrolled in graduate-level programs. International enrolment includes approximately 2,900 undergraduates and 1,700 graduate students representing 128 countries of origin. Western's loyal alumni represents a growing global network of 325,000 graduates residing across Ontario, Canada, and 150 countries worldwide.

Through critical reflection and the expansion of justice-seeking initiatives meant to eradicate systemic and structural disadvantages faced by marginalized communities, Western is poised to further strengthen equity, diversity, and inclusion throughout its campus. It is within this context that Western welcomes applications and nominations for the role of **Associate Vice-President, Equity, Diversity, and Inclusion (AVP, EDI)**—an inaugural position that will help shape the future of the University and the community that it serves.

Reporting to the President & Vice-Chancellor, the AVP, EDI will be an integral member of Western's Senior Leadership Team. The ideal candidate has a deep understanding of best practices in EDI work; demonstrated experience in promoting, supporting, and leading EDI efforts; and experience in or a strong appreciation for legal and legislative compliance in the context of equity, diversity, and inclusion. The incumbent will work with academic and administrative leaders across campus to align efforts, share programs and best practices, and ensure measurement systems are leveraged to promote accountability and assess EDI efforts.

The ideal candidate will be a skilled communicator and facilitator with senior leadership experience who has led institutional change within a complex, multi-stakeholder environment. The AVP will work closely with a wide range of groups at Western, including the [Office of Indigenous Initiatives](#), the [Office of Equity](#)

[and Human Rights](#), the [Office of Student Experience](#), several student organizations and associations, the newly formed [EDI Advisory Council](#), and Western's EDI Action Network comprised of approximately 50 individuals from academic and administrative units across campus. They bring sound judgment, tact, and diplomacy, and must have the gravitas to engage and collaborate with a range of individuals including senior academic and administrative leaders, faculty, staff, and students. The ideal candidate will hold a graduate degree, preferably in a discipline related to the portfolio (e.g., equity studies, law, social justice, sociology, public administration, etc.).

Western University invites applications from all qualified candidates; however, Canadian citizens and permanent residents will be given priority. Western is partnering with BIPOC Executive Search to ensure a broad and diverse list of candidate applications. Interested candidates can send their resume to Jason Murray or Shirley Ley by e-mailing sley@bipocsearch.com.

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.

Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups/visible minorities, Aboriginal persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression. Western is committed to ensuring that each individual will have genuine, open and unhindered access to employment opportunities.

Accommodations are available for applicants with disabilities throughout the recruitment process. If you require accommodations for interviews or other meetings, please contact Shirley Ley at sley@bipocsearch.com.

Learn more about diversity in the workplace from [Western's Equity & Human Rights Services website](#).