



## Inaugural Role: Executive Lead and Strategic Advisor, Equality, Diversity and Inclusion (EDI)

The Hospital for Sick Children (SickKids) is globally recognized for advancing children’s health through the integration of patient care, research, and education. Ranked among the [Top 200 healthcare institutions in biomedical sciences](#) by Nature Index and as a top Canadian health-care institution in the same ranking, SickKids is deeply committed to its mission of *Healthier Children. A Better World*. For the sixth straight year, SickKids has been named to [Canada’s Top 100 Employers](#) and has also been recognized by Mediacorp Canada as one of [Canada’s Top Employers for Young People](#).

With the above context in view, the institution is home to a cadre of trailblazers committed to tackling the most pressing health-related challenges of our time—all while advancing a workplace environment focused on the wellbeing of its people. Its community is one of enormous creativity and openness, camaraderie and kinship, and a focus on diversity, equity, and inclusion in all its forms. It is within this context that SickKids welcomes applications and nominations for the inaugural position of ***Executive Lead and Strategic Advisor, Equality, Diversity and Inclusion***—a position that will see a trailblazer, within the EDI space, having an indelible impact within the organization and on the lives of children and their families of various communities.

Reporting to the President and CEO and sitting at the highest leadership table in the organization (the Senior Management Committee), the Executive Lead and Strategic Advisor will develop and implement a hospital-wide strategy that advances equity, diversity, and inclusion (EDI), as well as a culture of belonging, within the organization. The incumbent works with others leading EDI initiatives across the institution, aligning efforts, sharing programs and best practices, and ensuring measurement systems are leveraged to assess the organization’s progress as it relates to this important work. Among other responsibilities, the Executive Lead and Strategic Advisor advances opportunities for reconciliation with Indigenous Peoples; works to dismantle pediatric health-care inequities; identifies and implements solutions and initiatives to address systemic bias and organizational barriers; works with Human Resources to ensure recruitment processes and institutional culture supports a diverse workforce; and, assesses existing training programs through an EDI lens and introduces additional training requirements. As a member of the Senior Management Committee, the incumbent will participate in strategic projects and initiatives at SickKids including the institution’s ground-breaking [Project Horizon](#) redevelopment.

The ideal candidate has a deep understanding of best practices in EDI work, and demonstrated experience in the development, implementation, and management of education programs related to EDI. They will bring several years’ experience working across a large organization, coordinating and synergizing efforts with multiple stakeholders, and leading institutional change. The incumbent has strong interpersonal skills including sound judgment, tact, and diplomacy; the ability to lead teams effectively; and, the gravitas to influence stakeholders at senior tables. Self-motivated, proactive, and excellent at prioritizing deliverables in a fast-paced environment, the incumbent is detailed-oriented, an exceptional problem solver, and is skilled at working independently and collaboratively when working with teams. A Bachelor’s degree, with a Master’s degree preferred (and preferably in areas such as Equity Studies, Social Work, Law, Sociology, Education, or Organizational Development), is sought, or a combination of relevant experience and education.

Interested applicants can apply online by clicking [HERE](#). SickKids invites applications from all qualified candidates; however Canadian citizens and permanent residents will be given priority. SickKids is partnering with BIPOC Executive Search to ensure an applicant list that includes Black, Indigenous, and



People of Colour, thereby reflecting Canada's diverse population. Applicants from the BIPOC community can send their resume to Helen Mekonen at [hmekonen@bipocsearch.com](mailto:hmekonen@bipocsearch.com) or Jason Murray at [jmurray@bipocsearch.com](mailto:jmurray@bipocsearch.com).

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), accommodation will be provided throughout the recruitment process to applicants with disabilities.

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.

---

#### SickKids Commitment to Diversity

The children and families that SickKids cares for are diverse, and so are their employees. All are welcome to join our unique organizational culture and be part of our inclusive team. If requested, SickKids is proud to make available accommodations to support applicants with disabilities during the interview and assessment process. Information received relating to accommodation will be addressed confidentially. SickKids is also committed to providing services in both official languages and its preference is to hire employees who are fluent in both English and French whenever possible.