



JOB POSTING

Posting #: 2022-27

SENIOR DIRECTOR, EQUITY (6 MONTH MATERNITY -LEAVE)

THE OPPORTUNITY

Join one of the [Top 100 Charity Organizations](#) today! Since 2010, Charity Intelligence has awarded Eva's with the highest rating available based on financial transparency, accountability to donors and cost-efficiency.

Eva's Turns Youth Homelessness into Home

Black and Indigenous youth and young people of colour are overrepresented in homeless shelters and transitional homes in Toronto. They face higher rates of housing insecurity and barriers to accessing long-term housing due to the legacy of colonialism and anti-Black racism.

Eva's is rooted in the principles of social justice. If you have a history of working in social justice; have experience working in homelessness and/or housing; and want to be a leader in one of Toronto's most pressing social issues, read on.

By working with Eva's, you'll be doing more than helping give youth shelter. You'll be giving them strength for the future.

ROLE OVERVIEW

We are looking to recruit Eva's Senior Director of Equity, to develop a holistic Equity Strategy, with a strong Anti-Black Racism framework, that embodies Eva's values, policies, and practices to ensure all people (those who currently and historically have faced unequitable outcomes based on race/ethnicity, gender, gender identity, sexual orientation and disability) are treated equitably in the work of Eva's mission.

Reporting to the Executive Director and working closely with the senior leadership team and the board, the Senior Director of Equity will partner across all levels of the organization to develop, implement, monitor, track, and report on progress against ongoing strategic and tactical initiatives that will embed equity into every aspect of the organization. The Director of Equity will ensure that Eva's develops and implements proactive and integrative policies, strategies and practices using dynamic tools and continuous innovation and learning and will serve as an institutional resource.

This strategic and facilitative position requires lived experience, and professional experience in equity training, coaching, structural and policy analysis. It requires a particular expertise in identifying and addressing institutional and structural anti-black racism. In addition, this role requires collaboration and experience in problem solving with a balance of empathy and pragmatism and someone who is a team player and leads by example to build trust and credibility.

RESPONSIBILITIES

Organizational Learning

- ◆ Create and deliver learning and capacity building opportunities for Eva's staff and volunteers around anti-black racism, anti-oppression, equity, and diversity & inclusion that reflects Eva's mission and values.
- ◆ Maintain active and current content in the Diversity and Equity resource center intranet page, with relevant resources, tools, and best practices, policies and directives, and procedures that are easily accessible and available to staff across the organization.
- ◆ Develop targeted trainings, tools, and resources to support program and people managers in the management of diverse staff and teams.
- ◆ Design, develop, and implement organizational dashboard reports, workflow metrics, and analysis to identify historical trends.
- ◆ Stay current on best practices and opportunities related to anti-black racism, diversity, equity, and inclusion.
- ◆ Ensure the Diversity, Equity and Inclusion strategy is part of how we operate daily by partnering with program teams to embed our strategy in the work we do.
- ◆ Consult with program teams to determine needs and provide guidance for the design of equity-based solutions that align with program objectives.

Organizational Equity Work

- ◆ Develop, oversee, and advance organization's Equity Strategy, Framework and roadmap
- ◆ Manage deliverables, timelines and budgets related to equity and diversity initiatives
- ◆ Work diagonally across the organization to provide input about policy/practices from an anti-black racism, anti-oppressive and equity lens.
- ◆ Partner with and support Development and Communications to drive design and delivery of inclusive messaging to key stakeholders.
- ◆ Collaborate with staff to address the ways disproportionality shows up in the homeless sector and in Eva's work and support the development of effective strategies to ensure excellent outcomes for these populations of young people.
- ◆ Represent Equity & Inclusion work at employee events, such as all-staff meetings and new employee orientation.
- ◆ Build strong relationships with members of the leadership team to drive awareness, commitment and accountability for the employee experience and diversity, equity, and inclusion action plans across the organization.
- ◆ Assist in the analysis of outcomes and performance measures from an equity-lens and use this information to guide improvements in outreach, service delivery, and meeting our mission.
- ◆ Provide regular updates on diversity, equity and inclusion activities and progress across the organization, including all staff, leadership meetings, and board meetings.

Monitoring and Reporting

- Works with Human Resources and senior management to identify areas of concern and develops appropriate strategies to meet our equity goals.
- Visit Eva's sites, meeting with the program leadership and staff to support and address equity goals.
- Provide periodic reports outlining the progress, barriers, and proposed improvements in implementing equity goals and strategies with staff to senior management.

Committee Work

- Support the Equity Committee of the Board of Directors and the overall equity goals as it pertains to board governance and development.
- Represent Eva's in Diversity, Equity, and Inclusion efforts with external stakeholders.
- Proactively build and maintain community partnerships and manage the seamless integration of equity initiatives among our partners, youth, and staff.
- Creation of an Equity Council to provide support to Eva's strategic equity goals and creation of staff affinity groups

QUALIFICATIONS

- 8-10 years in Diversity, Equity, and Inclusion field in a role with increasing scope and responsibilities for developing and leading diversity strategies
- A Master's Degree in a relevant field OR equivalent work experience OR equivalent in lived experience.
- Deep understanding of anti-oppression, and specifically anti-Black racism and ability to apply in diversity, equity, inclusion and cultural competency programs, policies, and practices
- Leadership experience in the development and management of organization wide equity-focused programs
- Experience advancing an organizational culture into one of inclusivity, equity, and diversity in a for-profit or not-for-profit environment.
- Proven experience in influencing senior management and key stakeholder effectively across the organization to invest in culture change and systems change.
- A fundamental understanding of current issues and challenges facing individuals from underserved communities, with a particular focus issues impacting the Black communities, racialized communities, Indigenous communities, LGBTQ2S communities and disability communities.
- Excellent oral and written presentation skills
- Demonstrated ability to build strong interpersonal relationships at all levels of an organization
- Excellent public speaking, facilitation, organizational and analytical skills

APPLY

Submit a cover letter and resume in one PDF document by [May 16, 2022](#) to careers@evas.ca. Be sure to indicate [2022-27 Senior Director, Equity](#) in the title. No phone calls, please.

CONDITIONS OF EMPLOYMENT

The City of Toronto has put in place a mandatory vaccination directive for City-funded shelters, and Eva's is obligated to comply with this legislation as per our funding agreement. In view of this, new Eva's employees are required to be fully vaccinated against COVID-19 as a condition of hire. New Eva's employees will be required to provide proof of full vaccination status to the People and Culture team via an upload in ADP upon been granted access. This information will remain confidential and will not be disclosed to Eva's staff or management. New Eva's employees will be entitled to reasonable accommodation in accordance with human rights legislation.

Please note that as a condition of employment, the successful applicant must complete a Vulnerable Sector Screening Police Reference Check. Eva's would like to thank all applicants for their interest; however, only those selected for an interview will be contacted. In keeping with our ongoing efforts to represent the diversity of our community, we strongly encourage people from diverse groups to apply. In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), Eva's provides accommodation, accessible formats, and communication supports for the interview upon request.

Eva's is strongly committed to a workforce that reflects the diversity of the populations we serve. We encourage applications from all qualified individuals including applicants from all cultures, racialized communities, abilities, diverse sexual and gender identities, and others who may contribute to the further diversification of ideas. We are committed to a selection process and work environment that is inclusive and barrier free.

Eva's has taken active steps to reduce the risk of transmission within our shelters, click here to learn what we are doing: <https://www.evas.ca/blog/covid-19-update/>

LAND ACKNOWLEDGEMENT

We acknowledge the land we occupy is the traditional territory of many nations including the Mississauga's of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississauga's of the Credit and the Williams Treaty signed with multiple Mississauga's and Chippewa bands.

We also acknowledge all Treaty peoples – including those who came here as settlers – as migrants either in this generation or in generations past - and those of us who came here involuntarily, particularly forcibly dis-planted Africans, brought here as a result of the Trans-Atlantic Slave Trade and Slavery.

LOOKING TO LEARN AND GROW WITH US?

Check out all our employment opportunities on our website at <https://www.evas.ca/employment/>

Eva's Initiatives for Homeless Youth

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Email info@evas.ca | Website www.evas.ca

 Connect with us @evasinitiatives