



Position Brief:

Director, Anti-Racism & Anti-Oppression Unit



London
CANADA



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FOR MORE INFORMATION

For more information about this exciting leadership opportunity, please contact Ellie Rusonik, Associate Vice President, Search + Talent or Samantha David, Senior Search Consultant at KCI (Ketchum Canada Inc.) via email at CityofLondon@kcitalent.com

Interested candidates are invited to send a resume and letter of interest to the email address listed above by **February 15, 2021**. *All inquiries and applications will be held in strict confidence.*

The City of London is an equal opportunity employer. We encourage applications from all qualified individuals. Accommodation will be provided in all parts of the recruitment and assessment process. Candidates, please let the Consultants know any accommodations needs that you may have.

Equity and Inclusion: Our mission is to be a responsive and modern public service partner that fosters change to build a better London for all. Our desire is to ensure London is a welcoming, inclusive and safe community for everyone. We want the same for our employees. Through our Workplace Diversity and Inclusion Plan, we've taken many steps to have our workforce more representative of the community we serve and to foster an inclusive workplace.

Compensation: The salary range for this position is \$129,747 to \$154,841. Benefits and pension (OMERS) are also provided.





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Director, Anti-Racism & Anti-Oppression Unit City of London

THE OPPORTUNITY

The City of London is excited to be seeking a Director, Anti-Racism & Anti-Oppression Unit to guide and implement an overarching vision, identity, and strategy to position the City of London as a diverse, equitable, and inclusive organization and community. This is a new position, responsible for leading a newly formed unit within the City structure.

Reporting to the City Manager, the Director will leverage a deep understanding of social justice, equity, inclusion, racism (in particular, anti-Black and anti-Indigenous racism), ableism and oppression. The Director will manage, influence, and inform policy development, project planning, service delivery frameworks and program evaluation activities.

As a talented communicator with a profound ability to engage others, the Director of the Anti-Racism & Anti-Oppression Unit will advance systemic change efforts through a wide range of inter-divisional projects with external partners, stakeholders, and collaborators within the City of London's communities.

This is an exciting time to be part of the City of London, as our committed employees and citizens work collectively to end racism and oppression in our community and workplace.



Background: The City of London Municipal Council reaffirmed its commitment to eliminating systemic racism and oppression in the community by unanimously approving the creation of the Anti-Racism and Anti-Oppression unit. As well, the mandate of the Strategic Priorities and Policy Committee (SPPC) was amended to include anti-racism, diversity, inclusion and anti-oppression as a strategic initiative. As well, the Community Diversity and Inclusion Strategy community volunteers elected to create a new 6th Priority to address anti-Black racism; the development of this new priority will be complete in 2021.

In June 2020 the City created an Anti-Racism & Anti-Oppression Internal Working Group to provide strategic advice to help shape the work being done to address systemic racism and oppression at the City of London. This group includes Chairs of the Employee Resource Groups plus other staff who have experience supporting policies and programs that focus on diversity and inclusion, and experience working with the community.



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ABOUT THE CITY OF LONDON

London continues to play a key role as a regional hub for Southwest Ontario, a region of 2.5 million people. Merging our historical expertise in manufacturing, agriculture, and healthcare, with emerging sectors like robotics, digital creative and financial technology, London is a leader in commerce, culture, and innovation.

Our Team: We are a large team of over three thousand dedicated employees delivering over one hundred services to our community. Through innovation and partnerships, the City of London is at the forefront of addressing many community challenges focusing on building a better London for all. Our work has a direct impact on Londoners. When you work for the City of London, you'll know you're doing work that matters.

Our History: Oral history and archeological records show that the London region has been inhabited for over 10,000 years. The Indigenous peoples who have called this region home for millennia include the Anishinaabeg, Haudenosaunee, and Lenni-Lenape Nations.

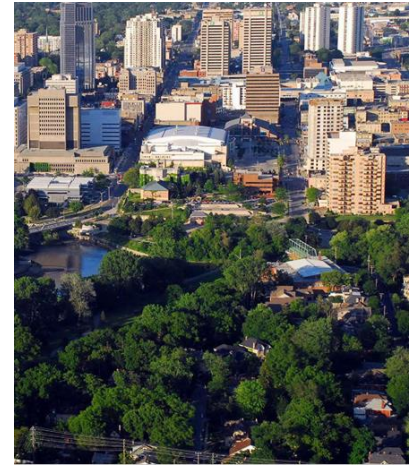
The City of London was founded in 1826 and was quickly established as an administrative and military centre in the region. London's regional importance grew during the American Civil War, as a key shipping centre for the region's agricultural exports. London's geographic position and strong manufacturing sector ensured continued growth through the 20th century, with major annexation of local communities occurring in 1961.

Our Demographics: The City of London has a population of more than 400,000. Nearly 20% of residents identified as 'visible minorities', while less than 1% identified as Indigenous. The largest visible minority population identify as Arab, making up about 20% cent of the total visible minority population. Those identifying as South Asian comprise about 17% of total visible minority population, and those who identify as Black make up roughly 16% of the visible minority population. *(All data according to the 2016 Federal census, which uses Employment Equity Act to define visible minorities as 'persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.')*



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Living in the London Region: Set in the heart of Southwestern Ontario, between Toronto and Detroit, London is the region's economic, entertainment, and cultural hub. London is Canada's 11th largest city and an ideal environment in which to work, live, and play. With its numerous educational offerings, extensive health care system, and lower cost of living than many Canadian cities, London is considered to be a highly desirable community for people at all stages of life. Affectionately known as the Forest City, London sports more than 200 treed areas and public parks with an extensive trail system that runs along the Thames River.



ADDITIONAL INFORMATION

[City of London](#)

[Community, Diversity and Inclusion](#)

[Strategic Plan 2019 – 2023](#)

[City of London Newsroom](#)

[Event Calendar](#)

[Living in London](#)

[Tourism London](#)

VISION	A leader in commerce, culture and innovation – our region’s connection to the World.
MISSION	A responsive and modern public service partner that fosters change to build a better London for all.
VALUES	Good Governance Driven by Community Acting with Compassion Moving Forward through Innovation

Additional information such as *Steps Towards Anti-Racism* and *Community Diversity & Inclusion Strategy Update Report* are also available and will be provided to candidates.

KEY RESPONSIBILITIES & DUTIES

The Director will develop and support applying equity and anti-racism/anti-oppression lenses to policies, practices, programs and initiatives, after identifying systemic barriers and gaps related to equity and inclusion including the development of recommendations for Senior and People Leaders.

The Director will create a community of practice comprised of leaders from across the organization responsible for embedding equity and inclusion practices, dismantling systemic racism and oppression within the organization, and aligning service delivery to the identified needs of community. The Director will deliver informed guidance and perspectives to build capacity among Senior and People Leaders.

The Director will supervise a team of professionals specialized in and committed to developing and implementing an Anti-Racism/Anti-Oppression Strategy. The Anti-Racism and Anti-Oppression (ARAO) Unit will work collaboratively within the community and across the organization to establish shared understanding and values to combat/interrupt inequity, discrimination, racism and oppression, specific to marginalized individuals and communities, including Black, Indigenous people and other racialized peoples, persons with disabilities, members of the LGBTQ2+ communities, and women.

Strategic Leadership

- Oversee and direct the strategic planning, management, administration and response for anti-racism, anti-oppression, equity and inclusion programs and plan for the City of London, developing and maintaining comprehensive policies, procedures and protocols and supporting compliance
- Provide professional expertise, advice, recommendations, support and guidance to Senior Leaders, Committees and Council on policies, programs and services. Develop policy and programs for implementation as may be approved by Council and contribute to corporate level initiatives as required
- Provide strategic, operational, and organizational leadership that develops increased psychological safety, equitable outcomes, and an inclusive organizational culture and leadership
- Provide strategic advice to working groups and task teams to help shape the work being done to identify and dismantle systemic racism and oppression within the City of London

Team Leadership & Management

- Supervise and direct the Anti-Racism and Anti-Oppression Unit in the day-to-day management of issues, programs and administrative functions
- Ensure staff have clear accountabilities and are productive, satisfied and developing in their roles, assigning work, providing direction, coaching and guidance
- Conduct performance appraisals, coordinate, and approve training and skill development, manage performance issues and coordinate staff recruitment activities
- Foster the long-term learning and development of team members and actively mentor, provide development opportunities, and build team performance; encourage and guide professional growth for succession planning purposes
- Provide an inclusive and empowering work environment for team members that help them to understand how their efforts contribute to successful outcomes. Support open communications, encourage new ideas and actively share knowledge for team development

Collaboration

- Intentionally build relational trust to drive strategic partnerships and develop working relationships with key stakeholders, communities and community groups within and outside the Corporation
- Work with leaders across the Corporation to apply the Equity and Anti-Racism/Anti-Oppression Lenses to all existing and future policies, programs and services, planning, development, operation, resource allocation and evaluation of policies, programs and services, practices, and spaces
- Partner with the Human Resources Division to apply the Lenses to human resources policies, practices, and programs, to support the achievement of goals and objectives within the People Plan. Specifically, assist in reviewing recruitment and retention strategies using the Lenses
- Collaborate with the Human Resources Division to apply the Lenses in the development of learning and awareness programs
- In collaboration with City Service Areas, develop outcomes, metrics, and goals that ensure accountability towards equitable delivery of City services

Programmatic Leadership

- Provide advice and support on the development, implementation, and analysis of the Workforce Census
- Conduct analyses using Workforce Census data and metrics and other data sources to identify and report on successes, opportunities, and challenges, aligning performance metrics with initiatives and outcomes
- Contextualize the collection of identity data for Corporate employees. Provide analysis and reporting of the data, to measure the City's progress on positioning ourselves as a diverse, equitable and inclusive organization
- Conduct regular best practices research and comparative analyses to ensure the City's continued progress as a municipal leader in diversity, equity and inclusion combating racism and oppression within our organization
- Develop and implement budgets, cost containment procedures, and program improvement measures

QUALIFICATIONS & COMPETENCIES

Lived & Professional Experience

- Lived experience as a Black, Indigenous, or other racialized person, a person with disabilities, or an LGBTQ2+ person who can acknowledge and speak to the impact of systemic racism and oppression
- Experience in leading, influencing and implementing strategic anti-oppression initiatives for an organization in the public, private, or not for profit sector, including group process and meeting facilitation experience
- Demonstrated commitment and leadership abilities working with historically marginalized communities, navigating institutional resistance, and leading equity and anti-oppression work
- Demonstrated expertise in the intersectionality of various forms of power, privilege and oppression in the workplace and society
- Demonstrated recognition and acknowledgement of the lived experiences of various communities, particularly persons with disabilities and racialized communities, women, LGBTQ2+ and marginalized religious communities

Team leadership

- Proven effective leadership experience, demonstrating the ability to manage and direct a diverse workforce, consultants, and related budgets
- Proven ability to create a vision for the team aligned with strategic priorities, build common purpose and direction, and deliver outcomes to strengthen overall organizational performance

Strategic & Operational Leadership

- Highly developed analytical and business planning skills with a proven track record for long-term visioning and big-picture thinking
- Experience in project management, policy analysis, and program development
- Demonstrated problem-solving capacity related to the complexities of working with multiple stakeholders with varying understanding on matters related to equity and inclusion

Communication

- Ability to skilfully communicate complex issues clearly to a wide and varied audience including facilitation and negotiation skills
- Excellent communication and report writing skills. Ability to develop and deliver reports and presentations on project status, milestones, achievements, risks and mitigation controls
- Ability to be a trusted advisor in sensitive and/or emotionally charged situations

Facilitation & Collaboration

- Ability to establish relevant relationships and work collaboratively with elected officials, representatives of other levels of government, bargaining units, management, peers, employees, business communities and the general public

- Demonstrated experience working with diverse stakeholders including persons with disabilities, Indigenous, Black and other racialized groups, the not-for-profit sector, social organizations, community groups, businesses, education, health care, and other community stakeholders
- Political acumen to identify and manage issues; demonstrated effective facilitation and negotiation skills; adept at conflict resolution
- Demonstrated ability to inspire the people they lead through open and constructive dialogue, and personal integrity and actions

Knowledge & Education

- Graduate degree in a relevant area of study or equivalent combination of education and related professional and community experience
- Knowledge and understanding of various related legislation including the Ontario Human Rights Code, Accessibility for Ontarians with Disabilities Act, and the Employment Standards Act
- Demonstrated ability to effectively use technology, including facility with the Microsoft Office suite of programs such as Word, Excel and PowerPoint

LEADERSHIP BIOGRAPHY

Lynne Livingstone – City Manager

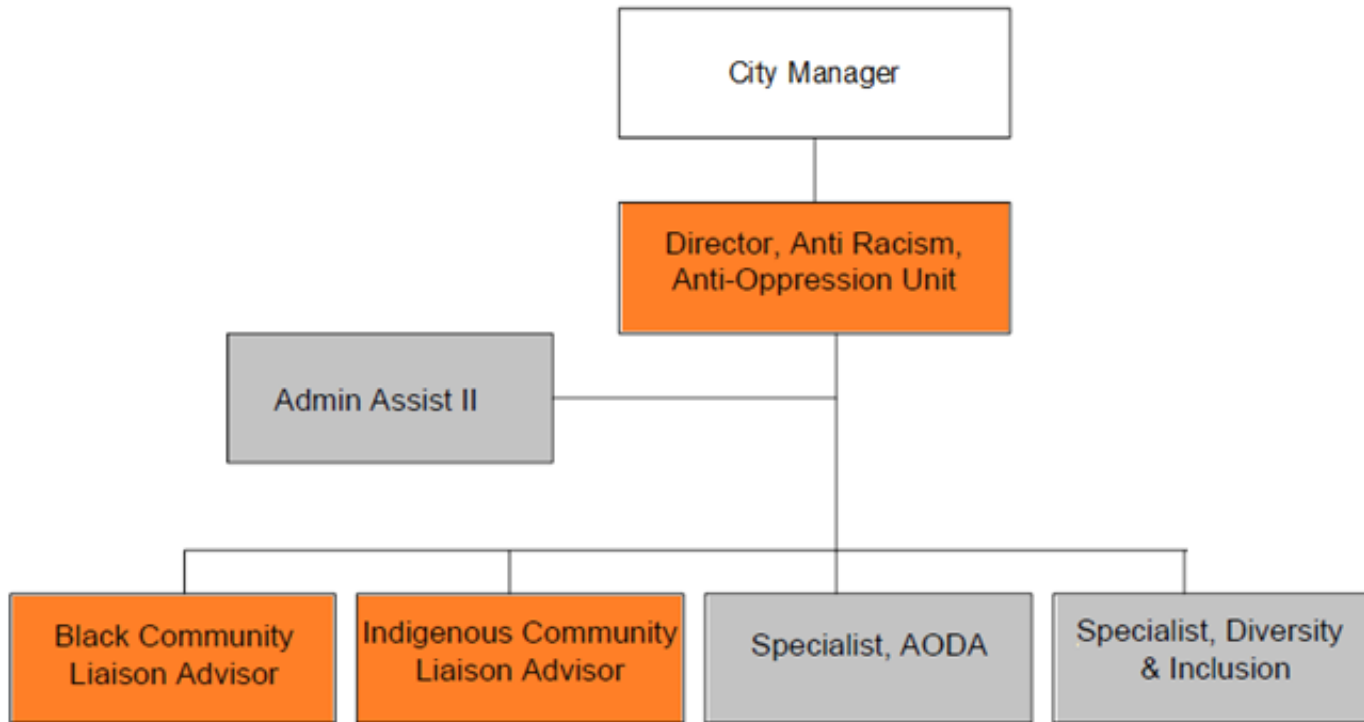
Lynne devoted her 30-year career to public service. It began with the Province of Ontario where her 17-year career included progressively senior roles with the Ministry of Health, Ministry of Health and Long-Term Care and Ministry of Children and Youth Services and has continued with the City of London where she has recently been appointed City Manager. Career accomplishments with the Province include leading the Best Start Plan and Early Years Plan, which resulted in increased childcare and early years programming across Ontario.

In 2007, Lynne joined the City of London as the Director, Neighbourhood and Children’s Services, then became Managing Director, Neighbourhood, Children and Fire Services in 2012. Most recently, Livingstone was appointed Deputy City Manager, working in the City Manager’s office, leading teams focused on culture, service, performance and readiness. Lynne’s accomplishments at the City include initiating the first London Strengthening Neighbourhoods Strategy, creating London’s Children and Youth Network, leading the development of Service London, facilitating numerous community initiatives, and leading the development and execution of the City’s previous and current Strategic Plan.

Throughout her work, Lynne has earned a reputation for being a strategic, caring and collaborative leader who is able to galvanize staff and partners around a shared vision to make a difference within both the organization and the community. She has worked tirelessly to support elected officials by offering trusted and professional advice to support them as they serve London.

Lynne has a Master of Health Administration (Ottawa), a Bachelor of Science Honours in Microbiology and Immunology (Western) University, and an Honorary Diploma (Fanshawe).

ORGANIZATIONAL CHART – CITY OF LONDON ANTI-RACISM, ANTI-OPPRESSION UNIT



 New Positions

***further positions may move into this Unit as development occurs**