

## McMaster University

### Associate Vice-President/Vice-Provost, Equity and Inclusion

Committed to delivering on its promise of Truth and Reconciliation, McMaster University recognizes and acknowledges that it is located on the traditional territories of the Mississauga and Haudenosaunee nations, and within the lands protected by the Dish with One Spoon wampum agreement.

In keeping with its Statement on Building an Inclusive Community with a Shared Purpose, McMaster University strives to embody the values of respect, collaboration, and diversity, and has a strong commitment to employment equity. The diversity of McMaster's workforce is at the core of its innovation and creativity and strengthens its research and teaching excellence. The University seeks qualified candidates who share its commitment to equity, diversity, and inclusion. While all qualified individuals are invited to apply, McMaster particularly welcomes applications from women, persons with disabilities, First Nations, Métis and Inuit peoples, members of visible minorities, and 2SLGBTQ+ persons.

McMaster is a university with impact. Ranked among the top 100 universities globally, through its cutting-edge research and world-class teaching and learning, the University is focused on advancing human and societal health and well-being – in our community and around the world. As the pioneers of problem-based learning, McMaster has a rich history of educational innovation. The University works across disciplines to find creative solutions to complex problems, helping to improve people's lives and build a brighter future for all.

Together, McMaster's six Faculties (Business, Engineering, Health Sciences, Humanities, Social Sciences, and Science), are home to more than 1,200 faculty members and dedicated professional and support staff. The university's national and international reputation attracted over 34,000 undergraduate and 5,600 graduate students in 2021/22.

Reporting to the Provost and Vice-President (Academic), the Associate Vice-President/Vice-Provost (Equity and Inclusion) (AVPEI) has responsibility for the promotion, development, coordination, and support of initiatives related to equity, diversity, inclusion at McMaster. The AVPEI plays a central role in educational and awareness-raising initiatives; has a broad mandate to identify and address campus-wide systemic issues; supports the development and implementation of relevant policies and processes; and ensures that the values of equity, diversity, and inclusivity are infused into the day-to-day work and life of the University.

As a key member of McMaster's leadership team, the AVPEI will be conversant on issues of diversity, social justice, inclusivity, and equity, and will bring an inspiring vision to McMaster University that will unite the community in pursuit of these goals. The Associate Vice-President/Vice-Provost must have exceptional communication and facilitation skills; be skilled at engaging in matters that require sensitivity, empathy, and creative problem-solving across a diverse community; and be unwavering in their commitment to advancing a culture of shared responsibility and accountability across campus. The AVPEI will ideally possess a scholarly background that demonstrates their commitment to diversity and inclusion, as well as demonstrated experience managing a large administrative portfolio,



preferably in an academic setting. Academic rank, if applicable, will be commensurate with experience.

To express interest in this opportunity, please provide three documents: A letter of interest; full C.V. describing, if applicable, the impact of career interruptions on research productivity; and a brief statement describing the contributions made or plans to make towards inclusive excellence in teaching, research, or service in academic, professional or community contexts.

Consideration of candidates will begin in late November 2022 and the closing date for applications is January 6, 2023. The AVPEI will ideally take office in March 2023 or as soon as possible thereafter at McMaster's campus in Hamilton, Ontario. Nominations and inquiries should be directed to Andrea Patrick and Julia Robarts at [mcmasteravp@odgersberndtson.com](mailto:mcmasteravp@odgersberndtson.com). Please express interest on Odgers Berndtson's website at <https://www.odgersberndtson.com/en/careers/18522>.

McMaster and Odgers Berndtson are committed to recognizing the dignity and independence of all and seek to ensure that persons have genuine, open, and unhindered access to McMaster's employment opportunities. Applicants requiring accommodation to participate in the recruitment process should inform Odgers Berndtson at 1 866-962-1990 ext. 323 or [mcmasteravp@odgersberndtson.com](mailto:mcmasteravp@odgersberndtson.com)

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. To comply with the Government of Canada's reporting requirements, the University gathers information about applicants' status as either a permanent resident of Canada or Canadian citizens. Applicants need not identify their country of origin or current citizenship; however, all applications must include in their application letter one of the following statements:

Yes, I am a citizen or permanent resident of Canada

No, I am not a citizen or permanent resident of Canada

As part of McMaster's commitment, all applicants are invited to complete a confidential Applicant Diversity Survey through this [link](#). The Survey questionnaire requests voluntary self-identification in relation to equity-seeking groups that have historically faced and continue to face barriers in employment. Please refer to the [Applicant Diversity Survey – Statement of Collection](#) for additional information.

The University is committed to providing and maintaining healthy and safe working and learning environments for all employees, students, volunteers, and visitors. In accordance with the University's [Vaccination Policy-COVID-19 Requirements for Employees and Students](#), effective October 18, 2021 all McMaster community members, including employees, accessing a McMaster campus or facility in person are required to be fully vaccinated or to have received an exemption from the University for a valid human rights ground. This is a term and condition of employment. The University will continue to follow the guidance of local public health authorities to define fully vaccinated status. Further information is available at the following link: <https://covid19.mcmaster.ca/vaccination-mandate/>.

