



Timmins and District Hospital L'Hôpital de Timmins et du district

Si vous souhaitez recevoir cette annonce d'emplois en français, s'il vous plaît contactez le département des ressources humaines au kkampman@tadh.com ou par téléphone au 705-267-6371.

Equity, Diversity, Inclusion, Anti-Racism Manager **Full-time**

POSITION SUMMARY: Champion and build awareness using various tools to support and enhance an equitable and inclusive environment for our people which focuses on health equity, accessibility and human rights of our patient in alignment with TADH's Strategic Plan. Foster open dialogue on matters related to equity, diversity, inclusion and anti-racism. Under the general direction of the Director of Clinical Services and Quality.

Position Responsibilities:

- Act as a strategic advisor to members of Senior Leadership contributing to corporate efforts to advance equity, diversity, inclusion and anti-racism at TADH.
- Lead the development, implementation and evaluation of an organizational wide equity, diversity, inclusion and anti-racism operating plan and related policies, practices, training and programs.
- Build internal capacity through strong engagement with patients and families from marginalized communities, community partners and other related working groups to model change and address discrimination, biases and other barriers.
- Identify and address current state systems that affect health disparities across communities and health systems, inclusive racism, unequal language access, and/or other ways health inequities are experienced.
- Ensure planning process incorporates social determinants of health and health equity principles/priorities.
- Lead the research, creation, implementation and evaluation of an equity, diversity, inclusion and anti-racism strategy for the organization.
- Define a framework for the collection, analysis and appropriate utilization of staff and patient equity data; support ongoing data collection, analysis, education and reporting of various indicators.
- Work with internal and external partners to build an inventory of resources for ongoing professional development of TADH staff, physicians, learners, and volunteers.
- To provide guidance and support to Équipe Santé Ontario Cochrane District Ontario Health Team as work continues on enhancing and reducing inequities in our region.
- Address current policies with an equity, diversity, inclusion and anti-racism lens.
- Ensure a safe environment for patients, staff and visitors; investigate report, debrief and take or direct corrective action as required on incidents.
- Represent the department or program on various committees and in meetings as required.
- Perform other duties as required.

POSITION REQUIREMENTS:

EDUCATION AND TRAINING:

1. Minimum of a Bachelor's Degree in Human Resources, Law, Organizational Development, Equity Studies, Social Work, Public Health or a related field, from an accredited college/university.
2. Master's Degree, in a related field, from an accredited university is preferred.

3. Canadian Certified Inclusion Professional (CCIP) certification is preferred.
4. Membership with the Canadian Centre for Diversity and Inclusion is preferred.

EXPERIENCE:

1. Minimum of three (3) years' experience working with diverse and marginalized populations, including program management and implementation, preferably in a health care environment.
2. Training or recent experience with project management is preferred.
3. Experience working with data management software is preferred.

KNOWLEDGE/SKILLS/ABILITIES:

1. Demonstrated knowledge of regional/provincial/national health care system and interaction of system within the clinical programs.
2. Demonstrated knowledge of relevant legislation, including the Ontario Human Rights Code, the Accessibility for Ontarians with Disabilities Act and Ontarians with Disabilities Act, Sexual Violence and Harassment Action Plan Act, the Employment Equity Act and other relevant human rights legislation.
3. Demonstrated knowledge of diversity and inclusion principles, trends, research methods, statistical analysis and reporting.
4. Demonstrated ability to use tact and discretion in dealing with health care providers and employees.
5. Demonstrated excellent computer skills with proficiency in Microsoft Office software (e.g. Word, Excel, Power Point and Outlook) and patient information systems.
6. Demonstrated superior interpersonal and communication skills, both written and verbal.
7. Demonstrated commitment to the safety of co-workers and patients.
8. Bilingualism is an asset.

Compensation and Benefits

- Starting salary of \$59.03/hour; \$115,108.50/year to \$66.36/hours; 129,402.00/year.
- Option to enroll into Healthcare of Ontario Pension Plan.

Interested applicants must submit their résumé by Department of Human Resources, Timmins and District Hospital, 700 Ross Avenue East, Timmins, Ontario, P4N 8P2. Telephone (705) 267-6371; Fax (705) 360-6008; Attention: Kayla Kampman, email kkampman@tadh.com .

Timmins and District Hospital will provide accommodations for applicants with disabilities during the recruitment process.

**** In the spirit of equity and inclusion, lived experience including intersectionality as a racialized individual, a woman, a member of 2SLGBTQIA+ communities, or a Person with a Disability will be a large consideration in the selection process.***

TADH is committed to fostering an inclusive, equitable, and accessible environment supporting diversity in our work environment to provide quality care where all feel valued, respected, and supported. TADH is dedicated to building a workforce reflective of the communities in which we live, serve, and encourage Indigenous people, visible minorities, and persons with disabilities to apply and self-identify.

We thank all applicants for their response; however, only those selected for an interview will be contacted.

EXEMPLARY CARE TO NORTHERNERS

WORKING TOGETHER WITH OUR PARTNERS TO IMPROVE THE HEALTH OF NORTHERNERS