

Senior Human Rights Lead

This is an opportunity for an innovative, collaborative professional with demonstrated strategic skills to identify and address systemically based human rights and equity issues in order to ensure a large, complex school board's compliance with the Ontario Human Rights Code. If you are guided by the values of equity, inclusion, anti-oppression and responsiveness to urgent evidence of discrimination and if you are interested in supporting the continuous growth and development of an inclusive and empowering education system at PDSB, read on!

The Peel District School Board is dedicated to the achievement and well-being of each student. Every day, staff members are privileged to serve approximately 157, 000 students in 250 schools throughout Peel District School Board, and families of communities as richly diverse and inspiring as any in the world. Using your expertise and proven experience in human rights investigations, complaint resolution and restorative justice, the Senior Human Rights Lead will play a vital role in supporting the PDSB by providing leadership, strategic advice and counsel to senior staff and the Board on matters related to human rights, religious accommodation and other legislative requirements and will oversee the Board's internal human rights complaints procedure.

In this position you will be responsible for ensuring compliance with the Board's human rights policy and procedures, workplace harassment policy and procedures and procedures for the accommodation of religious requirements. Candidates will be expected to work from an analytic framework encompassing principles of intersectional equity, human rights and combatting anti-Black and anti-Indigenous racism, anti-Semitism, Islamophobia and hate. This senior leader will enhance the Peel DSB's capacity to foster a culture of human rights and the establishment and maintenance of respectful and invitational work and learning environments. In addition, you will support and monitor compliance with the expectations of the Human Rights Code and relevant school board policies.

Reporting to the Director of Education, you will oversee and manage all operations of the Board's Human Rights Office, including strategic planning, policy implementation, budgeting, and staffing, as well as the day-to-day delivery of human rights supports and services to stakeholders. While you will interact with and advise the Board of Trustees on many occasions, your role reports directly to the Director of Education.

You are an outstanding communicator with senior-level experience in a large educational or comparable unionized public-sector institution, or a similarly complex organization, able to appropriately investigate and resolve human-rights related complaints in a politicized environment. Confident and collaborative, you will liaise with unions, federations, associations, Board members,

senior management, students and community members. You will provide advice, interpretation and clarification for Board staff, managers, school administrators and system superintendents to ensure compliance with the Board's Human Rights related policies.

Peel DSB is seeking an ethical, reliable, collaborative professional with the demonstrated skills to lead a large organization on human rights accountabilities, who is accustomed to working in an environment of high public visibility, and has the ability to handle contentious issues with sensitivity, good judgement and discretion serving to build public confidence in the Board's commitment to human rights and equity.

The successful candidate must be deeply committed to anti-oppression and to dismantling racism and be prepared to contribute to the fulfillment of the mandate set out within The Ministry of Education's Report on the Peel District School Board released March 13, 2020. The Senior Human Rights Lead must possess an understanding of the lived experiences of communities in the Peel DSB and has a proven track record of identifying and addressing appropriately systemic and individual examples of anti-Black racism. An active network in racialized and underserved communities and provincial government settings will ensure that you can be a strong advocate for the interests of the Peel DSB and the evolving communities it serves.

In this vital role, you will have a University degree with preferred additional professional learning in equity, inclusion and human rights. A superior understanding of human rights legislation and related case law is required (including the Ontario Human Rights Code, relevant provisions of the Education Act and Regulations, the Charter of Rights and Freedoms, the Occupational Health and Safety Act, the Employment Standards Act, the Workplace Safety and Insurance Act, the Accessibility for Ontarians with Disabilities Act, etc.).

To be considered for this position, please send a cover letter and resume by November 4, 2020 to:

Frank Markel, JMG/LBCG Consulting for Impact, fmmphd@gmail.com

Please specify "PDSB Senior Human Rights Lead Application" in the subject line of your email.



JOAN M. GREEN & ASSOCIATES

