

Employment opportunity

Senior Advisor: DIVERSITY, EQUITY, INCLUSION, ACCESSIBILITY



Are you an experienced leader who is interested in working for a progressive health care union with a large and diverse membership, and a broad social justice mandate?

The Hospital Employees' Union is looking for an experienced individual to fill the regular full-time position of **Senior Advisor, DEIA** at its provincial office in Burnaby, British Columbia.

This is an exempt position that reports directly to the Secretary-Business Manager (CEO). This senior leadership role works closely with the union's management team, the Human Resources department, and the Education and Human Rights department.

The incumbent facilitates systemic and transformational change to further the equity goals of the union. They are responsible for three broad areas of work:

- Advising the union's management team.
- Supporting the Equity Standing Committees.
- Supporting the Provincial Executive (PE), including resourcing the Diversity Vice Presidents (DVPs).

Requirements

Extensive knowledge of DEIA, including but not limited to:

- Individual, institutional, and systemic bias and barriers, implicit bias.
- Racism, decolonization, and additional protected grounds in human rights.
- Power, privilege, oppression, and marginalization.
- Stereotyping, prejudice, discrimination, and microaggressions.
- Human rights legislation and application.
- Effective anti-oppressive, anti-racist, decolonization and conflict resolution skills, development tools and strategies.
- Impacts of microaggressions, harassment, and discrimination on the wellbeing of marginalized people.
- Amplification of historically oppressed and/or marginalized people.
- Emerging social justice and equity issues and movements.

- Empathic, respectful, and trauma-informed communicator with the ability to initiate and facilitate conversations about DEIA, individually or in groups, while maintaining relationships.
- Ability to identify, discuss, and address biases and systemic barriers while managing own emotional responses and guiding others to do the same.
- Experience developing and implementing work plans, to achieve measurable results.
- Experience working independently, and in collaboration with diverse committees and groups, including with equity groups and governance bodies.
- Demonstrated ability to work to deadline in a high-volume work environment, to manage competing priorities and demands, and to work effectively in situations where differences and discomfort arise.
- Demonstrated ability to use Zoom, Microsoft Word, Excel, Outlook, and PowerPoint.
- Active involvement in the labour movement, knowledge of HEU and CUPE's structure and HEU constitution and by-laws is an asset.
- Preference for at least five years of labour movement experience in designing, developing, and implementing evaluation tools/processes related to equity projects and programs or
- An equivalent combination of human rights education, facilitation training, and lived experience will also be considered.
- Three to five years of management or supervisory experience in a unionized environment is an asset.

Compensation is competitive with generous vacation time and benefits, including a defined pension plan. A valid BC driver's license and access to a vehicle is preferred, as is the ability to travel throughout the province.

About HEU

Since 1944, the Hospital Employees' Union has advocated for better working and caring conditions, defended public health care, and stood against privatization. We have a long history as a strong, democratic, progressive union committed to social justice and advancing labour and human rights on a local and global level. We identify and challenge historical and systemic inequities and hear, serve, empower and advocate for each and every member. Together we fight for fairness, solidarity, equity, inclusion, and understanding, knowing that our members' economic security depends on our success.

HEU is an equal-opportunity employer. We are committed to being a workplace that is free of discrimination, values diversity, and is representative of the communities we serve. HEU recognizes applications from members of historically marginalized groups: 2SLGBTQ+, Indigenous, Black, and people of colour, people with disabilities, young workers, and those who identify as women.

Interested in working with us? Here's how to apply.

Please send your resume and cover letter by **5 PM on February 24, 2023**, to: Jobapplication@heu.org (subject line: Senior Advisor, DEIA, Your Name)

Please note that although we appreciate your interest, due to the volume of applications, we will only be responding to those who are selected for an interview. If you have any questions prior to applying, please contact Mary-Ann Johnson at mjohnson@heu.org.