

Director of Equity, Diversity, and Inclusion

Tamarack Institute

Tamarack Institute is seeking its inaugural Director of Director of Equity, Diversity and Inclusion. The Director will support Tamarack's entire team transform Tamarack into an organization committed to anti-racism. The Director will also support our members and learners in their journeys to create equitable results at community-wide scales.

About Tamarack:

Tamarack catalyzes collective action with diverse leaders to solve major community challenges including ending poverty, building youth futures, deepening community, and addressing climate change. Our vision is to build a connected force for community change. Through our work in Vibrant Communities, we support networks focused on four outcomes.

- [Communities Ending Poverty](#) is a collective impact movement that has significantly contributed to reducing poverty for 1 million Canadians. Tamarack supports member communities to form multi-sector collaboratives focused on aligning poverty reduction strategies at the municipal, provincial and federal levels.
- [Deepening Community](#) is dedicated to developing our collective understanding about the power of citizens and supporting programs, policies and practices that strengthen communities and neighbourhoods and mobilize citizen leadership to enhance social capital. Our goal is to end social isolation and foster safe, inclusive neighborhoods.
- In 20 small, mid-sized, and Indigenous communities across Canada, [Communities Building Youth Futures](#) is accountable to improving the education and employment outcomes for and with youth.
- Launched in June 2021, members of [Community Climate Transitions](#) advance a just and equitable climate transition, aligned with the Sustainable Development Goals (SDGs). Tamarack hosts a 10-month learning journey for communities across Canada that are looking to advance climate and equity goals through the collective impact framework. We also host Communities of Practice for practitioners to engage in peer learning on issues related to localizing the SDGs.

Tamarack also engages a network of learning partners through a [Learning Centre](#). The Learning Centre translates community-developed knowledge into purposeful practice and outcomes. The Learning Centre advances five interconnected practices designed to help individuals, collaboratives and communities achieve their outcomes with greater impact.

Since its founding, Tamarack has sought to center those with lived and living experience of poverty in its work. More recently, in the [Tamarack 2030 Plan](#), we committed to interrupting the roles that racism, colonialization, and xenophobia play in communities in Canada.

This position is part of our ongoing commitment to center those impacted by racism in our decision-making, to holding ourselves and the partnerships we support accountable to naming and interrupting racism, to upholding the promise of Truth & Reconciliation, and to closing racial disparity gaps in our

outcome areas and within Tamarack as a whole. As a member of our directors' team and our people team and as the leader of our cross-departmental equity, diversity, inclusion, justice and reconciliation (EDIJR) team, you will shape and sustain our commitment to anti-racism, including reconciliation. You will lead and collaborate with others to help to shape our efforts to make our organization and our network places of belonging. You will design systems to build the capability of our team and our partners to achieve equitable outcomes at a community-wide scale. You will not have any direct reports, but you will draw on team members, members, learners, consultants, partners, and board members. You help shape the priorities for our vibrant communities, learning center, digital engagement, operations, finance, and HR teams and interact regularly with our learners and members.

Supervision and Reporting:

You will report directly to the Co-CEOs, [Liz Weaver](#) and [Danya Pastuszek](#). You will work closely with team members across the 40-person organization and with 40,000+ members, learners, and strategic partners. You will be supported to be entrepreneurial, creative, accountable, and self-starting; our Co-CEOs' role will be to resource and guide your vision.

Work Environment:

As with most positions at Tamarack, you may reside in any location in Canada. Tamarack is a remote work environment, and your designated office space may be in your home or at Tamarack's office at the University of Waterloo. In some cases, Tamarack will rent team members office space near their preferred location in Canada.

On-going Responsibilities:***Internal-Facing Responsibilities:***

1. Mold an organization where belonging is a measurable indicator of our results and values and where restorative practice is an individual and collective priority.
2. Co-design efforts to center equity in the implementation of Tamarack's 2030 Strategic Plan and in our annual budgeting and work planning processes.
3. Work with our EDIJR, operations, and people teams to develop and implement hiring, onboarding, learning, and advancement activities that support equity, inclusion, and reconciliation.
4. Advise team members on how to center anti-racism in their workplans. Build the capability of our coaches and managers of cities to lead conversations about equity among members and learners.
5. Design and coordinate systems/resources to communicate our progress and learnings, internally and with our strategic partners.
6. Be an active member of multiple cross-departmental teams and coordinate the efforts of our internal EDIJR team

Community-Facing Responsibilities:

7. Represent Tamarack at regional, national, or international events, as required
8. Be engaged as a thought leader supporting our community members and partners to advance their anti-racist, equity and restorative practices by developing tools, resources, hosting webinars, workshops and other training sessions for members.
9. Participate in proposal development, reporting, and donor cultivation that relate to equity work.

10. Working alongside our managers of cities and coaches, and coach communities on anti-racist practises.
11. Write and contribute to publications and curriculum. Many of our publications are produced in both French and English and we place a particular emphasis on engaging Francophone learners and communities in Quebec and other provinces and territories.
12. Strengthen relationships with organizations led by people of diverse backgrounds. Support Tamarack in amplifying existing efforts, and not duplicating what already exists.

Qualifications:

- Bachelor's degree or comparable experience.
- Experience working with diverse communities and understanding of the realities of equity-seeking communities.
- Professional experience working on anti-racism, equity, and reconciliation issues, with increasing levels of responsibility.
- Ability to facilitate conversations about racism, racial healing, and reconciliation that inspire meaningful and collective action.
- Experience in moving others to action around building more diverse, equitable, and inclusive environments.
- Proven ability to develop, facilitate, and champion racial equity initiatives (within an organization and/or within a community or partnership setting).
- Experience and passion for using data to make decisions and help people align shared goals.
- Strong conflict resolution and mediation skills.
- Ability to speak and write in English is required. Ability to speak and write in languages in addition to English is an asset.

Vaccination Requirement

Tamarack requires all team members who participate in face-to-face meetings and events to be double vaccinated against COVID-19.

Candidates who are not vaccinated will be considered. If the successful candidate is not vaccinated, they will only be able to participate in meetings and events virtually.

Salary & Benefits:

Tamarack provides a competitive salary and extended benefits, plus an RRSP package, lieu and flex time, a learning fund, and a gratitude fund. We operate within a progressive team philosophy and value trust, and personal commitment. This is a full-time 40 hour per week position and compensation is rated between \$95,000 and \$110,000 a year.

To Apply:

Please send your resume and cover letter to jana@tamarackcommunity.ca by June 30th, 2022. While we thank all interested applicants, only successful candidates will be contacted.

Tamarack is committed to creating a diverse environment and strongly encourages candidates from historically underrepresented groups to apply.