

Director, Health Equity, Inclusion, and Anti-Racism Women's College Hospital (WCH)

Location: Toronto

Women's College Hospital acknowledges that the land on which it operates has, for thousands of years, been the traditional land of the Huron-Wendat, the Seneca, and most recently, the Mississaugas of the Credit River. Today, this meeting place is still the home to many Indigenous people from across Turtle Island and Women's College Hospital is grateful to have the opportunity to work on this land.

For more than 100 years Women's College Hospital has been developing revolutionary advances in healthcare. We continue to build on this rich legacy established by our founders – courageous pioneers who refused to accept the status quo. Today, our hospital culture is still shaped by leaders, healthcare providers, and community members who break down barriers and push the boundaries of traditional healthcare in the pursuit of equity and excellence for the 21st century. Women's College Hospital is an academic hospital and a leader in health for women, health equity, and health system solutions. As a fully ambulatory health service organization, we are also a hospital designed to keep people out of hospital. We are developing ground-breaking innovations that aim to improve the management of chronic disease in the community, including through a focus on virtual care.

As WCH continues its advocacy for health equity based in the belief that everyone deserves access to timely and effective care, we are looking for a new **Director, Health Equity, Inclusion, and Anti-Racism** to help move us forward.

Reporting to the Vice President, People, Culture & Equity & Corporate Human Resources Officer, the Director is a hands-on agent-of-change responsible for leading health equity, inclusion, and anti-racism initiatives that align with the hospital's vision, mission, values, and strategic priorities, building on and strengthening WCH's internal and external partnerships. A key member of the People & Equity Portfolio, the Director will collaboratively work to integrate and embed anti-racism, anti-oppression, equity, and social accountability culture, principles, and practices across all aspects of patient care and lines of business. They will lead the development, implementation and monitoring of WCH's Equity Roadmap in alignment with the hospital's strategy, and will act as Co-Chair for the organization's Corporate Equity Committee, working to create champions of anti-racism, equity, and social accountability across WCH. They will provide guidance, mentorship, and direction to a small team in support of this work.

As the ideal candidate, you are a skilled, progressive leader and champion of health equity, anti-racism, education, policy, and programming who takes pride in your ability to "roll up your sleeves" and move this vital work forward. You have a proven track record of effectively engaging with underserved and underrepresented communities to courageously, creatively, and effectively engage with partners to remove barriers and promote culturally responsive inclusion and belonging. You're a relational leader with a system thinking lens, change management skills, and strength in partnership building that you translate into positive and lasting impacts on organization-wide programs and services. Your leadership skills are backed by a strong understanding and demonstrated application of the Ontario Human Rights Code, Accessibility for Ontarians with Disabilities Act, and other relevant legislation. You have a post-graduate degree in a relevant field and ideally have experience in working in a healthcare setting.

To apply for this position, please visit <https://boyden.thriveapp.ly/job/2448>. If you have any questions, please contact Mike Young (myoung@boyden.com).

Women's College Hospital is a fully affiliated teaching hospital of the University of Toronto and is committed to fairness and equity in employment and our recruitment and selection practices. We encourage applications from Indigenous peoples, people with disabilities, members of sexual minority groups, members of racialized groups, women and any others who may contribute to the further diversification of our Hospital community. Accommodation will be provided in all parts of the hiring process as outlined in our Access for People with Disabilities policy.

We thank all applicants for their interest, however only those under consideration for the role will be contacted.