

Diversity, Equity & Inclusion Adviser

Position Description

Established July 2021

MISSION

To be a catalyst for girls empowering girls

PURPOSE

To promote, create and provide Diversity, Equity and Inclusion support through communications, content, training and initiatives

ACCOUNTABILITY

Provincial Council, through the Deputy Provincial Commissioner 1

RESPONSIBILITIES

- Serves as Co-Chair of the Provincial Diversity, Inclusion and Accessibility Sub-Committee
- Contributes to Indigenous Engagement plan for Ontario Council
- Creates & supports of DEI related communications, including GuidePost content
- Provides bias awareness and volunteer hiring DEI support for all levels: provincial Nominating & Search, Adviser Recruitment and Selection, Youth Forum Recruitment & Selection, ACLs/Community Guider Recruitment & Selection
- Reviews DEI program resources (additional support provided by National DEI Manager)
- Creates and implements other DEI strategies supporting groups identified as marginalized populations within (and outside of) Guiding
- Supports the monitoring of DEI training metrics (current metrics in place for ON Council and for senior volunteers for completion of 4 D&I modules, anti-black racism e-module, and Colonization and Indigenous Resilience e-module)
- Supports nationwide DEI initiatives & their rollout in Ontario and Nunavut
- Works with existing DEI resource supports when required, including NIAC, National DEI Manager, D&I Facilitator team, DPC1 and any other GGC member as needed

QUALIFICATIONS

- A Commitment to and passion for GGC;
- Strong commitment to girls at the centre of the Vision and Mission of GGC;
- Ability to work with a team and to assume a leadership role, when requested;
- Ability to separate personal interests from the discussion and to respond in the best interests of the membership;
- Ability to exercise critical, analytical, and decision-focused skills;
- Ability to solicit, collate and consolidate opinions and feedback;
- Good writing, communication, listening, and interpersonal skills with ability to communicate effectively via various media sources.
- Sound knowledge of GGC's DEI training resources

TERM

Three (3) Years

