



Human Rights & Equity Education and Response Advocate

Human Rights & Equity Office

Professional Staff Group

Regular Full-Time

Classification: Band F

Salary Rate: \$76,537-93,522 (Based on 37.5 hours per week)

Overview

St. Francis Xavier University is a top-ranking Canadian university focused on academic excellence, innovation in teaching and research, service to society and international outreach. We are currently recruiting for a Human Rights and Equity Education and Response Advocate (HRERA) for our community.

The HRERA reports to the Director, Human Rights and Equity and works in collaboration with StFX community partners (e.g., Black Student Advisor, Indigenous student Advisor, Gender & Sexual Diversity Advisor; Student Services; Students' Union; Human Resources; etc.), as well as local and provincial partner organizations. The incumbent will act as the primary contact for all StFX community members involved in processes of reporting or disclosing harassment and discrimination, and will help in shaping and implementing those processes as StFX launches its updated/revised Harassment and Discrimination Policy. The HRERA will receive, respond to, and manage disclosures and reports of harassment, discrimination. The HRERA will work in consultation with Diversity Engagement Centre staff to research, develop, distribute and maintain promotional and educational materials, through multiple modalities (e.g., print materials; website; social media; etc.) and will also lead, coordinate and promote anti-racism awareness, prevention and education programs and strategies on campus. Anti-racism work is an evolving and intersectional area of work at StFX, and consequently, the HRERA's role will also evolve and develop as the updated/revised Harassment and Discrimination Policy and new protocols are implemented. The HRERA will require flexibility and adaptability, and as this new role becomes established, the successful candidate may be required to take on additional responsibilities at the University, consistent with qualifications.

To align with StFX's strategic plan to attract and retain a diverse population of students from under-represented groups, and to reflect that in our staff and faculty members, we encourage and welcome applicants who self-identify as Indigenous (preference given to Mi'kma'ki) or Black/African Canadian. Please be sure to indicate how you meet these requirements in your submission.

The successful candidate will have:

- Master's degree preferred,
- Significant experience in a position responsible for Human Rights and Equity protocols and procedures
- Training and experience in trauma-informed practices
- Experience implementing community-based training and education initiatives
- Experience working in a post-secondary setting will be considered an asset
- Strong knowledge of strategies and institutional protocols for responding to sexual violence
- Knowledge of the Nova Scotia Human Rights Act and the Criminal Code of Canada as it relates to sexualized violence
- Relevant training in trauma-informed and anti-oppressive approaches, and demonstrated understanding of working within an intersectional framework
- Ability to develop and facilitate educational programming for a broad and diverse audience, using a range of educational approaches/modalities

- Experience and skill working as a member of a collaborative team
- Demonstrated ability to maintain confidentiality in a professional setting
- Superior communication skills (verbal, non-verbal, written, and listening)
- Knowledge of developmental needs of post-secondary students
- Experience maintaining records and data reporting

Application Instructions

Closing date for applications will be June 30, 2023 at 1:00 pm. To apply please submit a letter of application and a resume in confidence to **Human Resources, StFX University** at careers@stfx.ca. Only those selected for an interview will be contacted.

St. Francis Xavier University is located in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People.

Our institution is committed to upholding the values of equity, diversity, inclusion and accessibility. We encourage applications from members of groups that have been historically disadvantaged and marginalized, including Indigenous persons (especially Mi'kmaq), racialized persons (especially African Nova Scotians), persons with disabilities, those who identify as women and/or 2SLGBTQIA+ and any others who would contribute to the diversity of our community. Please note that all qualified candidates are encouraged to apply; however, applications from Canadians and permanent residents will be given priority.

We are also committed to the elimination of barriers to participation for persons with disabilities. Should you require an accommodation during the recruitment process, please contact Human Resources at hr@stfx.ca or 902-867-5038.

About the Human Rights & Equity Office

The Human Rights & Equity Team works to ensure StFX is a welcoming and respectful learning, living and working community for everyone; one that respects and encourages equity and belonging. Services are available to all members of the campus community, including faculty, staff, students and visitors.

About St. Francis Xavier University

Established in 1853, St. Francis Xavier University (StFX) is consistently recognized as one of the best universities in Canada. StFX exceeds the needs of today's undergraduates through providing the very best academic experience -- outstanding teaching, exceptional hands-on research opportunities, and global exchanges -- all within Canada's most vibrant and inspiring residential campus. Here, the focus is on the academic and the personal development of every student, making community and social engagement a large part of the learning experience. Our students are academically strong and highly engaged in every aspect of life, determined to make a positive impact on the world.

In 2022, Maclean's annual university rankings put StFX #1 in student satisfaction and #2 in reputation across Canada in the primarily undergraduate category. For more, visit www.stfx.ca

About Antigonish, Nova Scotia

The beautiful and historic town of Antigonish is located within the northeastern corner of Nova Scotia. Only a 15-minute drive from the ocean and a two-hour drive to major urban centres, Antigonish is a family-friendly community with a diverse and growing population and provides access to excellent education at all levels. The town is surrounded by rolling countryside and beautiful beaches and is a hotspot for outdoor recreation, sports and other active lifestyle activities. Antigonish supports a vibrant culture in the arts with music, performing arts, visual arts and crafts, and fabulous festivals happening throughout the year.

For more information visit www.townofantigonish.ca or www.visitantigonish.ca.