

Director, Racial Equity and Human Rights

The Association of Ontario Midwives (AOM) is seeking a Director, Racial Equity and Human Rights during an exciting period of growth, challenge and opportunity. Reporting to the Executive Director, the Director, Racial Equity and Human Rights is responsible for leading racial equity and human rights work and operationalizing strategic objectives related to improving racial equity and human rights within the association and across the midwifery sector.

Specific Responsibilities:

- lead organizational change work to ensure programs, services and ways of doing business meet the needs of racialized midwives and/or midwives from equity-seeking communities
- lead racial equity and human rights education, including within the association, for membership and across the midwifery sector
- ensure development and on-going operation of committees, task forces and working groups as required, including supervision of work plan development, implementation and evaluation
- steer community engagement and consultation to engage with and learn from those directly impacted by racism and human rights-based discrimination
- liaise with external stakeholders and funders and supervise the drafting of reports for diverse audiences
- direct advocacy work and act as a representative of anti-racism and equity work through public speaking and presentations
- manage the creation of content for publication including on website, weekly digest and social media networks
- supervise and mentor staff to achieve objectives, deliverables and priorities
- advise the senior management team and management work including human resource management, budgeting, strategic planning, implementation evaluation and strategizing

Key Competencies

- Relevant education and five years of experience in a leadership or management position
- Proven track record of leading racial equity and human rights organizational change work, including demonstrated understanding of anti-Black racism and intersectionality
- Demonstrated understanding of provincial health policy and the implications for racialized and equity-seeking communities in Ontario
- Experience interfacing with funders and government in an advocacy role
- Exemplary inter-personal and communication skills
- Able to manage multiple tasks, deadlines and demands with professionalism and proficiency
- Able to work in a fast paced and challenging environment

The AOM will prioritize qualified candidates who self-identify as Indigenous and/or racialized for the Director, Anti-Racism and Equity position.

This full-time position is based in Toronto and offers a salary competitive with similar positions in professional associations and a benefits package.

Interested candidates can submit a cover letter and resume by **July 21, 2020** to Anna Ianovskaia at executiveassistant@aom.on.ca with the subject heading “Director, Racial Equity and Human Rights”.

The AOM is committed to inclusive and accessible employment practices. We welcome and encourage applications from individuals who reflect the broad diversity of communities with which we work. The AOM welcomes applications from people with disabilities and, as such, if you require an accommodation to fully participate in our application or hiring processes, appropriate accommodations will be provided as required. Please contact executiveassistant@aom.on.ca regarding your request.

The AOM is a pro-choice organization, supporting reproductive choice and access to abortion care. This position offers an excellent and dynamic work environment that



promotes collaboration and professional development. The organization strives to provide an environment that promotes work life balance.

The AOM acknowledges the ancestral and traditional territories of the Mississaugas of the Credit, the Haudenosaunee, the Anishinaabe and the Huron-Wendat, who are the original owners and custodians of what is now Toronto, the land on which the AOM office is situated.

Resumes received will be held confidential, shared with the selection committee only, and be used only for the purposes of selection for this position.

For more information on the Association of Ontario Midwives, visit www.ontariomidwives.ca