
ASSOCIATE DEAN, EQUITY AND INCLUSION, FACULTY OF HEALTH SCIENCES

The Faculty of Health Sciences (FHS) is committed to the principles of equity, diversity and inclusion (EDI), and affirms McMaster's commitment to address existing inequities and advance inclusive excellence. The FHS recognizes there is a legacy of systemic racism, discrimination, and prejudice within health education institutions, and we hold ourselves accountable to disrupt and dismantle oppressive and inequitable institutional practices and policies within the Faculty. As leaders in health education, research and clinical care we foster a supportive, welcoming and inclusive environment where all faculty, staff and students have the opportunity to thrive. Through collective action we commit to practicing critical allyship and strive to embed equity and inclusion across our systems and culture.

The Associate Dean, Equity and Inclusion is a senior academic administrator who assists the Dean and Vice-President and Faculty leadership in guiding the mission of the Faculty, with respect to equity, diversity and inclusion and Indigenous Strategies (EDI-IS) across all aspects of the FHS.

Reporting Relationships:

The Associate Dean, Equity and Inclusion reports to the Executive Vice-Dean and Associate VicePresident, Academic, and to the Dean and Vice-President, Faculty of Health Sciences. The incumbent works closely with the Associate Vice-Presidents, Vice Deans, Associate Deans, Assistant Deans, and Department Chairs. Specifically, the incumbent consults with the Vice Dean Education, Vice Dean Faculty Affairs, and Assistant Vice President FHS to align priorities for learners, faculty and staff; and consults with the Associate Dean, Indigenous Health, Faculty of Health Sciences on issues of shared significance and collaborates with the University's Associate Vice-President, Equity and Inclusion.

Duties and Responsibilities:

Working in collaboration with FHS, University, hospital, and community partners, the Associate Dean drives strategic initiatives and enables practices related to EDI, critical theory, and anti-oppression to foster a culture that affirms diversity and optimizes success for faculty, staff, and learners.

Specifically, the Associate Dean will:

- Advance inclusive excellence through the development and implementation of the FHS EDIIS strategy, which is in aligned broadly with the FHS Strategic Plan and McMaster's overarching EDI Strategy. This includes facilitating connections with colleagues in EDI related roles and with EDI initiatives across FHS, its distributed educational network, hospital and community partners, and the broader University, to align and support each other's efforts and share best practices. The Associate Dean will build relationships with those involved in and/or interested in EDI initiatives; consult on the development and assist in the coordination of EDI activities across programs, departments, and schools within FHS; identify and implement solutions and initiatives that address systemic bias and organizational barriers.
- Collaborate with the Associate Dean, Indigenous Health to assess and implement equity Indigenous systemic reform throughout FHS policies, protocols and initiatives.
- Counsel senior leadership on issues related to EDI and serve as a resource to faculty, staff, and learners on EDI matters. The Associate Dean will represent FHS to external stakeholders on EDI matters as appropriate.
- Collaborate and act as a resource for programs, departments, and schools to implement equitable and inclusive approaches for increasing diversity across the Faculty and building inclusive and safe working and learning environments for all.
- Support the implementation of professional development opportunities for faculty, staff, and learners on issues of EDI, anti-racism, anti-oppression, bystander intervention, and other areas and approaches that

advance safety, equity, and inclusion in the FHS through collaborations with the Continuing Professional Development Office, FHS Human Resources, educational programs, and/or the Equity and Inclusion Office.

- Work with the Vice Dean, Education, and the Vice Dean, Graduate Studies, to advise and consult on the application of an EDI lens to the design, delivery, and assessment of their student-focused programs and services within FHS. Act as a resource for education leaders in the development and refinement of education programming and learner supports.
- Work with the Associate Dean, Indigenous Health, and the Indigenous Health Learning Lodge to advance opportunities for reconciliation for Indigenous Peoples as it pertains to faculty, staff, and learners across FHS.
- Work with the Vice Dean Faculty Affairs, Vice Dean Research and Assistant Vice-President, FHS to align and advance EDI priorities for the FHS within these portfolios.
- Work with the Faculty Secretary, and the Associate Dean Indigenous Health, to regularly review FHS policies and practices, using an EDI-IS lens to suggest revisions that are aligned with FHS EDI and Indigenous health priorities.
- Co-Chair the EDI Advisory Committee with the Associate Dean, Indigenous Health and guide the work of the committee and its associated working groups.
- Provide regular updates to Faculty Executive Council and Dean's Executive on the progress of the Faculty's EDI-IS Strategy and its implementation.
- Serve as a member of FHS, University, and external committees as requested/and or required. These include but are not limited to:
 - FHS Equity, Diversity, Inclusion and Indigenous Strategies Advisory Committee (CoChair)
 - FHS Faculty Executive Committee
 - FHS Health Sciences Education Council
 - FHS Indigenous Health Steering Committee
 - McMaster EDI Strategy Steering Committee

Conditions of Employment:

The position of Associate Dean, Equity and Inclusion, shall be held by a qualified faculty member, appointed for a five-year term (renewable). The individual will be selected by a Senate Ad Hoc Selection Committee for nomination through the Senate Committee on Appointments to the Senate and the Board of Governors, as required by the McMaster University Act, 1976 and the Senate By-laws.

Most recent approvals: FHS Faculty Executive Committee: June 23, 2021; Senate Committee on Appointments September 2021; Senate: October 2021; Board of Governors: December 2021.

General Policy Inquiries: **FHS Secretariat (fhsec@mcmaster.ca)**

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Accessibility: If you require this document in an accessible format, please email fhsec@mcmaster.ca
