
Associate Chair, Equity, Diversity & Inclusion (EDI), Department of Obstetrics & Gynecology

The Associate Chair, EDI is a new leadership position within the Executive Committee of the Department of Obstetrics and Gynecology, McMaster University. This position will be the delegate of the Chair for responsibilities as they relate to leading anti-racism and anti-oppression initiatives within the department; enabling the inclusion of equity-seeking groups; promoting the psychological safety of departmental members; engaging with the Faculty of Health Science (FHS), Hamilton Health Sciences (HHS), St. Joseph's Hospital, Hamilton, (SJHH) and other partners to enhance efforts that promote equity, diversity, and inclusion. This position will serve as an integral advisor and work closely with the Department's Executive Committee to cultivate a departmental culture, which opposes oppression and celebrates diversity and inclusion.

Qualifications

This position is restricted to applicants who identify as Black, Indigenous (First Nations, Métis, and Inuit peoples), and Persons of Colour or who identify as a member of an equity-seeking group.

The Associate Chair must:

- Hold a faculty appointment with the Department of Obstetrics and Gynecology.
- Have evidence of leadership skills, excellence in service, and a demonstrated ability to work effectively with individuals from diverse communities and cultures will be considered an asset.

Key Responsibilities

- Cultivate a strategic vision for anti-racism and anti-oppression (ARAO) within the department and influence strategies, structures, processes, and accountabilities to counter racism and strengthen diversity.
- Lead initiatives to build a departmental culture of inclusion of equity-seeking groups; respect for diversity; and responsiveness to acts of racism, oppression, and micro-aggression.
- Establish an ARAO departmental committee to support and guide the work of the portfolio.
- Facilitate connections and support the equity, diversity, and inclusion work across FHS, HHS, SJHH, and other partners.
- Identify and/or co-create training for department faculty, trainees and staff encompassing unconscious bias, micro-aggression, and anti-racism, and develops an approach to implementation.
- Develop a framework for an ARAO-focused intermediary/ombudsperson.

- Promote efforts that cultivate psychological safety and well-being as they pertain to equity-seeking groups within the department.
- Respond to issues of professionalism as they relate to racism and oppression as requested by the Chair.
- Promote academic faculty development within the areas of anti-racism, equity, diversity, and inclusion.
- Participate in the recruitment of new faculty members.
- Contribute to the orientation of new faculty within the Department.

Committee Membership

The Associate Chair, will serve as an executive committee member and sit on the following department committees:

- Financial Management Committee (ex-officio)
- Tenure, Promotion and Faculty Development Committee¹
- Wellness Committee
- Research Advisory Committee
- Education Advisory Committee
- Search and Selection Committees

In addition, the Associate Chair, EDI will:

- Pursue membership on the Faculty of Health Sciences EDI Committee
- Represent the Department on committees across associated hospitals.
- Act as the Chair's delegate to other meetings/committees as required, including ones external to the University or Hospital as required during Chair absences.

Selection Methods

A selection committee will be formed with external and internal stakeholders. The selection committee will comprise of at least 5 members, members will be called to the committee prior to the time of selection. The department will make every effort to include the Associate Chair, EDI position from other departments or organizations to a fair minimum.

The committee will meet to review candidates and will have the opportunity to vote on the successful candidate using a rubric defined by the department. Upon voting, the successful candidate will be appointed.

Term:

The term of the appointment will be three (3) years, renewable for one term, subject to a favorable review. A stipend will be provided commensurate with other departmental executive roles.

Executive administrative support will be provided.

¹ Only full time faculty with tenure or CAWAR can be voting members of the Tenure and Promotion Committee

Most recent approvals: FHS Faculty Executive Committee, October 17, 2022

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

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