

## **Associate Chair, Equity, Diversity & Inclusion**

### **Department of Pediatrics**

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The Associate Chair, EDI is a new leadership position within the executive team of the Department of Pediatrics, McMaster University. This position will be aligned with the Faculty of Health Science initiatives on EDI, as well as Indigenous Health, and will be the delegate of the Chair for responsibilities as they relate to: leading anti-racism and anti-oppression initiatives within the department; enabling inclusion of equity-seeking groups; promoting psychological safety of departmental members; engaging with the Faculty of Health Science (FHS), McMaster Children's Hospital (MCH) 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 core executive team (Deputy Chief, Associate Chairs, and Director of Administration) to cultivate a departmental culture, which opposes oppression and celebrates diversity and inclusion.

### **Qualifications**

This Associate Chair must meet the following criteria:

- 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.
- Hold a full-time faculty appointment with the Department of Pediatrics at McMaster
- 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**

- a) 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.

- b) 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.
- c) Establish an ARAO departmental committee to support and guide the work of the portfolio
- d) Facilitate connections and support the equity, diversity, and inclusion work across FHS, MCH, and other partners.
- e) Identify and/or co-create training for pediatric faculty, trainees and staff encompassing unconscious bias, micro aggression, and anti-racism, and develops an approach to implementation.
- f) Develop a framework for an ARAO focused intermediary/ombudsperson.
- g) Promote efforts that cultivate psychological safety and wellbeing as they pertain to equity seeking groups within the department.
- h) Respond to issues of professionalism as they relate to racism and oppression as requested by the Chair
- i) Promote academic faculty development within the areas of anti-racism, equity, diversity, and inclusion
- j) Participate in the recruitment of new faculty members.
- k) 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:

- a) Anti-Racism & Anti-Oppression Committee (Chair)
- b) Financial Management Committee (ex-officio)
- c) Tenure and Promotion Committee
- d) Mentorship and Wellness Committee
- e) Research Advisory Committee
- f) Education Advisory Committee
- g) Search and Selection Committees

*Other Committees*

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

**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 pediatric executive roles. Executive administrative support will be provided.

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Most recent approvals:	Department – November 2020, FHS Executive – April 2021
General Policy Inquiries:	FHS Secretariat ( <a href="mailto:fssec@mcmaster.ca">fssec@mcmaster.ca</a> )
Specific Policy Inquiries:	Department of Pediatrics, Chair's Office
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