



MANAGER OF DIVERSITY, EQUITY & INCLUSION

Are you passionate about driving meaningful change in the workplace? We're seeking a dynamic and visionary leader to spearhead our Diversity, Equity, and Inclusion initiatives. As our Manager of DEI, you'll have the incredible opportunity to shape and implement strategies that promote a culture of belonging and respect. Bring your expertise to the table, drive innovation, and empower our workforce to embrace diversity and foster an inclusive environment. If you're ready to make a significant impact and champion a diverse workplace, come be a part of our mission to create an equitable and inclusive future.

PLASP Child Care Services is a charitable organization operating on a not-for-profit basis, providing high quality early learning and child care, for children up to 12 years of age. PLASP operates programs in more than 240 schools providing before and after school care. PLASP also operates 31 full-day early learning and child care centres and 6 EarlyON locations for children from 0 – 6 years.

PLASP is committed to hiring, training, and fairly compensating staff. All Ontarians have the right to equal treatment with respect to employment without discrimination or harassment. We believe that everyone has worth and value, and that all staff are entitled to be respected, supported, and treated fairly by their co-workers and supervisors.

THE POSITION INVOLVES...

The successful candidate will provide a full range of duties, including:

- Developing, implementing, and overseeing the organization's Diversity, Equity, and Inclusion initiatives aligned with the strategic plan.
- Leading and guiding the corporate Diversity, Equity, and Inclusion strategy to ensure comprehensive DEI programs and practices are integrated throughout the organization.
- Planning, designing, and executing strategies fostering a diverse, equitable, and inclusive work environment.
- Providing leadership to empower proactive DEI practices and support employees and management.
- Collaborating with leaders and teams to ensure alignment of DEI functions across all departments and areas of operations, creating an inclusive culture and compliance.
- Analysing and interpreting DEI metrics and trends, providing reports and recommendations to the leadership team as needed
- Providing guidance and support to Managers and employees on diversity, equity, and inclusion matters, facilitating training and participating in meetings as needed.
- Identifying and evaluating training opportunities for DEI development within the organization.
- Managing the budget for diversity, equity, and inclusion-related initiatives, including forecasting, expense tracking, and approvals.
- Acts as a key member of committees or boards related to diversity, equity, and inclusion matters.

THE PREFERRED CANDIDATE WILL HAVE...

- University Degree or post-graduate certificate in Diversity, Equity, and Inclusion, Human Resources, or a related field preferred
- Minimum of five years of progressive experience in diversity, equity, and inclusion roles, preferably in management or leadership position
- In-depth knowledge of DEI best practices, policies, and compliance standards
- Demonstrated experience in developing and implementing successful diversity, equity, and inclusion programs
- Proven leadership skills with the ability to mentor and coach others
- Strong analytical and problem-solving abilities with a strategic mindset
- Excellent interpersonal and communication skills, including sensitivity to individual needs and maintaining confidentiality
- Ability to collaborate with various stakeholders, including staff, management, community groups, and external partners
- Self-motivated with the ability to work independently and as part of a team
- Experience in presenting and facilitating DEI related workshops or training sessions is an advantage
- Proficiency in interpreting data metrics to drive DEI initiatives
- Budget management experience preferred
- Project or change management experience with the ability to implement corporate change strategies in partnership with senior leadership and across functions

PLASP OFFERS...

- A positive and supportive working environment.
- Growth and learning opportunities.
- Hybrid work model that embraces both on-site and remote work to support each team's core priorities
- A competitive compensation package.
- Vacation starting at four weeks vacation
- An opportunity to make a difference in the lives of children.

HOW TO APPLY...

To apply for this exciting opportunity, please visit [Careers - PLASP](#). PLASP invites all applicants to submit their resume and cover letter for consideration no later than **Monday, February 5, 2024**.

PLASP Child Care Services is committed to accommodating applicants with disabilities throughout the hiring process, in accordance with the Accessibility for Ontarians with Disabilities Act (AODA). Human Resources will work with applicants requesting accommodation at any stage of the hiring process.

Please visit www.plasp.com for more employment information.