

## EMPLOYMENT OPPORTUNITY

### Equity, Diversity, Inclusion, and Accessibility Director (Regular / Full-time)

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*HSA is committed to recruiting and retaining diverse staff and encourages people who experience marginalization (including but not limited to Indigenous Peoples, racialized/people of the global majority, women, people with disabilities, 2SLGBTQIA+, gender diverse, newcomers, and diverse faiths) to apply for career opportunities within our organization.*

*HSA recognizes the efforts of our employees and is committed to excellent compensation, superior benefits, and ongoing recognition to maintain work/life balance.*

#### WHO WE ARE

The Health Sciences Association of BC (HSA) is a dynamic union delivering modern health care to British Columbians. HSA represents more than 20,000 health science and community service professionals at over 265 hospitals and agencies in acute care, long-term care and community health across the province. In addition to negotiating collective agreements for its members, HSA works to preserve and promote public health care in Canada through campaigns and affiliations. For more information about HSA, please visit our website at [hsabc.org](https://hsabc.org).

#### WHAT WE ARE LOOKING FOR

There are ten HSA regional districts where each district has an elected Director who represents member views on the Board of Directors. There are numerous Standing Committees and Special Committees that are advisory to the Board of Directors. HSA has 188 chapters across BC that serve to support and represent members in their workplaces, and 130 staff who provide support and services to the members.

As a member of the Executive Staff team and reporting to the Board of Directors, the EDIA Director will advance HSA's commitment to equity, reconciliation, social justice, and solidarity. The Director's unique role is to bring together diverse voices, build a shared vision and strengthen solidarity among members, and create positive change for all members and staff. The Director will be a valuable and responsive resource to all equity caucuses/committees to produce measurable results.

## DUTIES AND RESPONSIBILITIES

In this role, the Director will:

- Develop the EDIA strategy outlining actions and measurable goals.
- Support diversity-related initiatives, programs and projects.
- Conduct research.
- Prepare reports, briefing notes, and presentations.
- Review, develop and evaluate policies and practices.
- Advise on collective agreement language.
- Communicate progress towards measurable goals.

## QUALIFICATIONS & REQUIREMENTS

The ideal candidate will have a commitment to trade union principles and a passion for equity, diversity, inclusion and accessibility. The successful candidate will have a combination of relevant education and demonstrated experience in participatory approaches to creating and sustaining change, specifically:

- Demonstrated commitment to and in-depth knowledge of social justice, reconciliation, and solidarity.
- Understanding of and experience with EDIA, anti-racist, and anti-oppressive principles, policies and practices.
- Demonstrated experience in developing and implementing an EDIA or EDIA-related strategy.
- Experience in identifying and resolving complex equity, diversity and human rights issues.
- Experience in or a strong understanding of the labour movement.
- Exceptional interpersonal skills and the ability to build inclusion by acting as a catalyst, advisor, collaborator and educator.
- Skilled at participatory approaches and facilitation.
- Ability to successfully engage and collaborate with diverse groups across the HSA, including the Board of Directors, Standing and Special Committees, caucuses, members and staff.
- Skilled at managing relationships and conflicting interests.
- Skilled at supporting members affected by global political events.
- Superior research, project management, and analytical skills.
- Knowledge of collective bargaining and relevant legislation and statutory regulations (BC Human Rights, Accessible BC, Personal Information Privacy Act BC, BC Labour Code, Workers Compensation Act, etc.).
- Demonstrated understanding of governance practices within a union.
- Post-secondary education in a relevant area, or equivalent.
- Minimum five (5) years of EDIA experience in a leadership role, preferably in a union setting.

### Preferred qualifications:

- Lived experience as a member of one or more equity-seeking groups.
- Demonstrated success working with board and committee structures within a union setting.

**Salary:** \$190,000 per annum.

## HOW TO APPLY

If you are interested in applying for this opportunity, please email your cover letter and resume outlining how your qualifications meet the position requirements to [hr@hsabc.org](mailto:hr@hsabc.org), referencing posting number **EX-EDIA-R0425** and position title in the subject line.

**Closing Date: June 15, 2025**

*No phone calls please.*

*We thank all applicants for their interest and advise that only those shortlisted will be contacted.*

*HSA is committed to ensuring that the application and interview process is accessible to all applicants. Please let us know if you will require any assistance or accommodations with application and interview process.*