



## EXTERNAL JOB POSTING

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| <b>Date:</b>           | January 19 <sup>th</sup> , 2023  |
| <b>Position:</b>       | <b>Equity, Diversity, and Inclusion (EDI) Specialist – Organizer</b>     |
| <b>Department:</b>     | Equity, Diversity, and Inclusion Division                                |
| <b>Status:</b>         | Regular, part-time   |
| <b>Salary:</b>         | per HSA/HSASU collective agreement (currently \$50.84 to \$59.77 hourly) |
| <b>Start:</b>          | On selection of the successful candidate                                 |
| <b>Responsible to:</b> | Director, Equity, Diversity, and Inclusion                               |

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*HSA is working towards equity and encourages people who experience marginalization (including but not limited to people of the global majority, diverse genders, people with disabilities, LBTQ2SIA+ 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.*

### Position Summary

Using an anti-oppressive and decolonial lens, and in direct collaboration with members, staff, and other stakeholders, this role will review internal processes at HSA and provide recommendations to improve inclusion in policies and processes. The EDI Specialist will create, support, and maintain the EDI Working Group in collaboration with its equity-deserving members. Subcommittees representing groups such as 2SLGBTQI+, people with disabilities, and Indigenous workers will likely be a component of the Working Group.

The EDI Specialist will also work on outreach projects that include chapter and site visits to support Labour Relations Officers (LROs) and Organizers engage with equity deserving members in a good way.

EDI is an emergent portfolio and this position is intended to work alongside members to ensure their diverse voices and experiences inform the pathways of creating an inclusive union.

### Duties and Responsibilities

- Collaboratively plan and help execute meaningful engagement of members who experience marginalization through strategic campaigns with a focus on recruitment and support of inclusive workplace leadership teams
- Collaboratively review, research, and make recommendations to decolonize, apply a trauma-informed approach and/or anti-oppressive lens to member engagement
- Respond to calls and contacts from interested prospective members who wish to engage with EDI at HSA

- Research, develop and write reports to enhance best practices in servicing members who experience marginalization at HSA sites alongside Labour Relations Officers
- Contribute to and support the HAS EDI strategic plan(s) and visions
- Source and/or develop tools and resources to address systemic barriers for members and /or staff using Universal Design for Learning principles
- Develop and facilitate EDI programs to promote cultural shifts within the union alongside the EDI team as well as contributing to leadership and leadership development

## **Qualifications & Requirements**

- A minimum of 3 years' experience and demonstrated success in equity and inclusion organizing, union, political, or issue-based campaign organizing
- A minimum of 1 year's experience working with collective agreements, the BC Labour Code and strong working knowledge of grassroots organization with a decolonizing, anti-oppressive lens
- Demonstrated experience organizational cultural change
- Excellent intercultural communication skills, good judgment, ability to work with people from diverse backgrounds/cultures and a commitment to justice for working people
- Strong interpersonal skills with ability to work independently and in a team, including member volunteers
- Excellent oral communications and presentation skills
- Strong organizational and time-management skills and the ability to work under tight deadlines and pressures, with attention to details
- Ability to work a flexible schedule as required including evenings and weekends
- Candidates with lived experience of marginalization based on race/ ethnicity, gender, sexuality, ability, and or class are preferred

Ability and willingness for extensive travel and field work across the province is anticipated and expected.

**Closing Date: Sunday, February 19<sup>th</sup>, 2023**  
**Please forward applications**  
**which includes a cover letter & resume by e-mail:**

**To: Josef Rieder**  
**Director of Human Resources**  
**Health Sciences Association**  
**via e-mail at: [jrieder@hsabc.org](mailto:jrieder@hsabc.org)**