



*A Record of Success: The King's University in Edmonton is a lively, dynamic and nurturing learning environment. King's learning experience is enhanced by the institution's strong commitment to community service and faculty research. King's offers fully accredited three- and four-year Bachelor degrees in the arts, humanities, social sciences, natural sciences, and commerce, as well as a two-year Bachelor of Education after-degree. King's currently serves over 900 students of all ages from a variety of backgrounds from across Canada and abroad, representing a wide variety of nations.*

### **Consultant – Equity, Diversity & Inclusion**

10 month term contract position, part-time (15-20 hours/week)

As a Christian university, The King's University is committed to building a just and sustainable world where all may belong and flourish. This includes an institutional commitment to fighting racism, sexism, ableism, and all forms of oppression in our own midst. While we have engaged in equity, diversity, and inclusion (EDI) initiatives over the years, we acknowledge with sadness that these efforts have been insufficient. To remedy this, King's is seeking a consultant with expertise in EDI to help us see our own biases, and to assist us in formulating a long-term strategy to become an exemplary institution for equity, diversity, and inclusion. The King's University is committed to an equitable, diverse and inclusive workforce.

#### **Responsibilities:**

The King's University (King's) is seeking an EDI Consultant to conduct an equity audit of the university's campus climate, programs, policies and practices in order to become an intentionally anti-racist and equitable institution. The scope of the audit will include, but is not limited to: an assessment of faculty, staff and student perceptions of diversity (campus climate); review of the institutional strategic plan; institutional communications; employee hiring, recruitment, promotion, compensation and retention policies and practices; admissions and financial aid processes; curriculum and co-curriculum; support programs and services for students; athletics; and research plan. The audit will include recommendations for action and long-term strategy, culture shift, and accountability measures for equity, diversity and inclusion at King's.

This position involves:

- To define the work of, selection of members, and co-chair the Equity, Diversity & Inclusion Taskforce.
- To conduct an equity audit of the university through the lens of the University's [Statement on Inclusion](#), mission and vision; Universities Canada's [inclusive excellence principles](#) and action plan; and the Canada Research Chair's [Equity, Diversity, and Inclusion Requirements and Practices](#).
- To conduct an assessment of faculty, staff, and student perceptions of diversity (campus climate).

- To make recommendations for action that foster an anti-racist and equitable internal culture reflected in policy and practice.

## Qualifications

We are particularly interested in applicants with the following knowledge and experiences:

- Faith commitment: a deep commitment to and understanding of the Christian faith;
- Educational expertise: a master's degree or higher in a relevant field such as human resources, sociology, higher education, theory and policy studies in education, educational research, diversity and social justice, legal studies;
- Organizationally savvy: an understanding of the organizational culture of post-secondary institutions, including the ability to work effectively within shared governance structures;
- Subject matter expertise: a demonstrated track record in the practice of diversity and inclusion and tied into a diversity resource network.
- Focused on results: a demonstrated ability to create workable action plans with clear targets and measurements that are appropriate to the institutional context and size;
- Excellent communication and facilitation skills: an ability to relate and communicate well across differences;
- Relationship building: an ability work collaboratively and well with others;
- Lived experience: a broad perspective lens on diversity and inclusion within a post-secondary context.

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A condition of employment is assent to the University's Christian Statement of Faith found at: <https://www.kingsu.ca/about-us/careers>

Position will remain open until a suitable candidate is found. Forward resumes to:

### Human Resources

The King's University  
9125-50 Street, Edmonton, Alberta  
T6B 2H3

E-mail: [humanresources@kingsu.ca](mailto:humanresources@kingsu.ca). Visit our web site at [www.kingsu.ca](http://www.kingsu.ca).

We appreciate all applicants for considering The King's University as a potential employer, however, only those considered for an interview will be contacted.

*We welcome applications from all qualified persons. We encourage women, First Nations, Metis, and Inuit persons, members of visible minority groups, persons with disabilities, sexual and gender minority persons to apply. Canadian Citizens and permanent residents will be given priority.*

**The King's University is located on Treaty 6 territory.**