



Executive Director, Equity, Diversity, and Inclusion and Anti-Racism

Vancouver Coastal Health

Vancouver Coastal Health (VCH) is one of five regional health authorities in British Columbia serving a diverse patient population to provide high quality, appropriate and timely health-care services. Guided by core values of *we care for everyone, we are always learning and we strive for better results*, VCH is committed to delivering exceptional care to 1.25 million people, including the First Nations, Métis and Inuit, within the traditional territories of the Heiltsuk, Kitasoo-Xai'xais, Lil'wat, Musqueam, N'Quatqua, Nuxalk, Samahquam, shíshálh, Skatin, Squamish, Tla'amin, Tseil-Waututh, Wuikinuxv and Xa'xtsa. With a focus on advancing the pillars of *Indigenous cultural safety, equity, diversity and inclusion, anti-racism and planetary health*, VCH is creating safer spaces for patients and clients to access equitable care and for staff and medical staff to feel supported at work.

Reporting to the Vice President, Communications, Equity and Partnerships, the Executive Director, Equity, Diversity and Inclusion (EDI) and Anti-Racism oversees the strategic planning, partnership development and collaborative implementation of an overarching EDI and Anti-Racism framework. The Executive Director plays a pivotal role in fostering a culture of inclusivity, equity, accessibility and anti-racism within the organization and is responsible for guiding behaviours that support its focus on taking an equity-led, intersectional approach to caring for people. This includes leading innovative initiatives, developing educational curriculum, addressing systemic barriers, and continually improving programs, policies and services to advance equity-led initiatives in partnership with organizational leaders throughout VCH. Working in collaboration with VCH Indigenous Health, the Executive Director advocates and supports Indigenous-specific anti-racism in an effort to address systemic racism and disparities within healthcare.

The ideal candidate brings a successful track record of leadership experience implementing transformative initiatives within a large, complex organization to advance equity, diversity and inclusion and anti-racism, preferably within healthcare or other large public sector entity. Serving as an advisor of equity and human rights issues, the successful candidate is deeply committed to creating inclusive spaces for everyone and uplifting people within equity-deserving groups.

Location of the role is Vancouver.

The expected base salary range for this role is \$150,000 - \$175,000.

VCH supports equitable practices, diverse teams and inclusive environments, which are integral to creating welcoming spaces where everyone can bring their whole selves to work and feel supported. VCH encourages applications from equity-deserving communities, including Indigenous Peoples and members of racialized groups, people with disabilities and people of all gender identities and expressions and sexual orientation. Learn more at vch.ca.

To explore this opportunity further, please click '[Apply](#)'.

We thank all applicants for their interest in this position. Please note that we will only be in contact with those individuals moving forward with our client.