



ACADEMIC APPOINTMENT – ASSISTANT DEAN (EQUITY, DIVERSITY, INCLUSION, AND DECOLONIZATION)

The Faculty of Law at the University of Western Ontario invites applications for the position of Assistant Dean (EDID). The initial appointment will be for a two-year limited term with the possibility of renewal. The appointment will be at the rank of Lecturer or Assistant Professor, depending on qualifications and experience. The anticipated start date is September 1, 2023, although alternate start dates may be arranged. Qualified applicants must have a JD, LLB, or equivalent degree. Salary will be commensurate with the successful applicant's qualifications and experience.

The Assistant Dean (EDID) will play a crucial leadership role at Western Law. The Assistant Dean (EDID) will help to deepen and strengthen understanding and awareness of EDID issues and Western Law's commitment to the principles of EDID and will work to build and foster a more inclusive environment at Western Law. Reporting to the Dean, the Assistant Dean (EDID) will provide advice to the Dean on issues relating to EDID, including strategies for improving the law school environment. This important role will involve work with faculty, staff, and student leaders to lead the development and implementation of plans to fulfill the law school's commitment to EDID. The Assistant Dean (EDID) will serve as Chair of Western Law's EDID Committee and will be the principal point of contact and a resource person for all members of the Western Law community—including students, faculty, and staff—on all issues relating to equity, diversity, inclusion, decolonization, and accessibility within the law school.

The Assistant Dean (EDID) will also deliver and facilitate workshops on unconscious bias and other relevant topics for members of faculty search committees, the Admissions Committee, the Student Legal Society, and other faculty committees. The Assistant Dean (EDID) will work with Western Law's Communications Officer to respond to media inquiries and to develop and implement effective communication strategies relating to EDID initiatives. Working with the Law School's Director of Operations, Assistant Dean (Admissions & Recruitment), as well as with relevant student organizations and key offices within the University (including the Human Rights Office, the Office of Indigenous Initiatives, and the Office of Equity, Diversity and Inclusion), the Assistant Dean (EDID) will also promote prompt, appropriate and effective responses to reported violations of university policies and procedures relating to equity, diversity, inclusion, decolonization, and accessibility.

The successful candidate must have a thorough understanding of issues related to race, culture, faith, spirituality, sexual and gender diversity, and the intersectionality of these and other relevant issues of equity and diversity. The successful candidate will also have a thorough understanding of relevant laws and policy including the Ontario *Human Rights Code*, and will be expected to develop a sound understanding of university policies and procedures relating to EDID.

Western Law has long been an innovator in legal education and offers an unparalleled student experience. Our signature small group program, January Intensive Period, clinical and advocacy programs, and broad curriculum give our students many opportunities to explore their interests and further their professional aspirations. Our faculty are leading scholars with a wide range of research interests and methodological approaches to the study of law, and include multiple teaching award winners. We are committed to providing a rigorous, engaging, and supportive learning environment and are committed to advancing the principles of EDID in research, teaching, and throughout the law school community. These commitments align with Western University's Strategic Plan, *Towards Western at 150*, which affirms that "Western will strive to ensure that our community, our campus, our programs, our research, our outreach, and our self-representation will be more inclusive. We pledge to combat all forms of discrimination." More information about Western Law can be found at <http://www.law.uwo.ca>.

Western University delivers an academic experience second to none. Western challenges the best and brightest faculty, staff, and students to commit to the highest global standards. Our research excellence expands knowledge and drives discovery with real-world application. Western attracts individuals with a broad worldview, seeking to study, influence, and lead in the international community. Since 1878, the Western experience has combined academic excellence with life-long opportunities for intellectual, social, and cultural growth in order to better serve our communities. Information about Western can be found at <http://www.uwo.ca> and information about the city of London is available at <http://www.lecd.com>.

Applicants are asked to submit a completed Application Form (available at <https://www.uwo.ca/facultyrelations/pdf/full-time-application-form.pdf>) along with the following materials:

- a cover letter identifying their interest in and vision for the role of Assistant Dean (EDID), discussing their relevant experience and qualifications;
- a detailed *curriculum vitae*;
- a copy of JD, LLB, and, if applicable, graduate transcripts for all degrees obtained since 2017; and
- names and contact details of three referees who may be contacted if the applicant is selected for an interview

Electronic applications are preferred and can be submitted to lawdean@uwo.ca or mailed to: Acting Dean Christopher C. Nicholls, Faculty of Law, Western University, London, Ontario, N6A 3K7.

Review of applications will begin on July 1, 2023, and applications will be accepted until the position is filled.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. The University invites applications from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups, Indigenous peoples, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Accommodations are available for applicants with disabilities throughout the recruitment process. If you require accommodations for interviews or other meetings, please contact the Dean of Law's Assistant, Nanette Love at nlove@uwo.ca or by phone at (519) 661-2111 ext. 88442.

Western University is located on the traditional territories of the Anishinaabek, Haudenosaunee, Lūnaapéewak, and Chonnonton Nations, on lands connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum. This land continues to be home to diverse Indigenous Peoples (First Nations, Métis, and Inuit) whom we recognize as contemporary stewards of the land and vital contributors to our society.

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