

Job Description language for Priority or Restricted Hires

Qualification for Restricted Indigenous Hire: The successful candidate will be First Nations, Metis, or Inuk (Inuit) Inuit with lived experience of Indigenous world views, cultures and values and strong ties to First Nations, Metis and/or Inuk (Inuit) communities.

Additional language for the Primary Purpose:

In the University of Waterloo's Strategic Plan 2020-2025, it states, "We particularly recognize Indigenous students, faculty, staff and alumni. We are committed to learning about the rich history and culture of Indigenous people of this land and an institutional response to the Truth and Reconciliation Commission's calls for action."

In line with the [University's Strategic Plan](#), and the [Indigenization Strategy](#), the Project Manager, Indigenous Initiatives strives to address the underrepresentation of Indigenous people and to increase specialized support for Indigenous faculty members.

To enhance the effectiveness of this activity, the ideal candidate will meet the articulated qualifications below and will be an Indigenous person (First Nations Status or Non- Status, Métis, or Inuk (Inuit)). Lived experience in an Indigenous community or communities is required.

The University is committed to implementing the Calls to Action framed by the Truth and Reconciliation Commission. We acknowledge that we live and work on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. The University of Waterloo is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River.

The selection process for this position will follow the provisions for a special program as described by the Ontario *Human Rights Code* to address the underrepresentation of individuals from equity-deserving groups. Improving the representation, participation, and engagement of equity-deserving groups within our community is a key objective of Waterloo's Strategic Plan 2020-2025. As such, this position is open only to qualified individuals who self-identify as First Nations, Metis, or Inuit with lived experience of Indigenous world views, cultures and values and strong ties to First Nations, Metis and/or Inuk (Inuit) communities.

We are asking each interested applicant to include a statement indicating if they identify as First Nations, Métis or Inuit in their cover letter. Supporting documentation for membership/citizenship in an Indigenous community will be required and possibly additional information about community connection, family, and relationship to working with Indigenous communities/knowledges may be required, if an applicant is invited for an interview. Please note that our recruitment system has limitations. Hiring managers will only see the last updated version of the application (cover letter and resume) as older versions will be overridden.

Therefore, if you are applying to more than one job simultaneously, your self-identification will be available to all hiring managers.

Qualification for Restricted Black Hire: The successful candidate will meet the articulated Qualifications below and will self-identify as Black. Black is defined using the Government of Ontario's Anti-Racism Data Standards (ARDS): <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism>

Additional language for the Primary Purpose:

The selection process for this position will follow the provisions for a special program as described by the Ontario

Human Rights Code to address the underrepresentation of individuals from equity-deserving groups. Improving the representation, participation, and engagement of equity-deserving groups within our community is a key objective of Waterloo's Strategic Plan 2020-2025. As such, this position is open only to qualified individuals who self-identify as Black.

We ask each interested applicant to include a statement if they self-identify as Black in their cover letter. Please note that our recruitment system has limitations. Hiring managers will only see the last updated version of the application (cover letter and resume) as older versions will be overridden. Therefore, if you are applying to more than one job simultaneously, your self-identification will be available to all hiring managers.

Qualification for Priority to all Equity Seeking Groups: The DEPARTMENT is seeking to prioritize candidates with lived experience, specifically those who identify as a member of the following designated groups: candidates who are racialized, Indigenous, women (includes cis women, trans women and anyone who identifies as a woman), persons with a disability; as well as members of the LGBTQ2+ communities.

Additional language for the Primary Purpose:

The selection process for this position will follow the provisions for a special program as described by the Ontario *Human Rights Code* to address the underrepresentation of individuals from equity-deserving groups. Improving the representation, participation, and engagement of equity-deserving groups within our community is a key objective of Waterloo's Strategic Plan 2020-2025. As such, this position is open only to qualified individuals who self-identify as a member of the following designated groups: candidates who are racialized, women, persons with a disability; as well as members of the LGBTQ2+ communities.

We ask each interested applicant to include a statement if they self-identify as a member of the equity-deserving groups in their cover letter. Please note that our recruitment system has limitations. Hiring managers will only see the last updated version of the application (cover letter and resume) as older versions will be overridden. Therefore, if you are applying to more than one job simultaneously, your self-identification will be available to all hiring managers.

Qualification for a Restricted Hire for Persons with Disabilities:

To enhance the effectiveness of this activity, the ideal candidate will meet the articulated qualifications below and identify as a person with disabilities.

Additional language for the Primary Purpose:

The selection process for this position will follow the provisions for a special program as described by the Ontario Human Rights Code to address the underrepresentation of individuals from equity-deserving groups. Improving the representation, participation, and engagement of equity-deserving groups within our community is a key objective of Waterloo's Strategic Plan 2020-2025. As such, this position is open only to qualified individuals who identifies as a person with disabilities.

We ask each interested applicant to include a statement if they self-identify as a person with disabilities in their cover letter. Please note that our recruitment system has limitations. Hiring managers will only see the last updated version of the application (cover letter and resume) as older versions will be overridden. Therefore, if you are applying to more than one job simultaneously, your self-identification will be available to all hiring managers.

Qualifications for a Restricted Hire for Members of the LGBTQ2+ communities:

The POSITION plays a key role in providing confident, competent, respectful, and a credible representation of the university. To enhance the effectiveness of this role, the ideal candidate will meet the articulated Qualifications below and will self-identify as a member of the LGBTQ2+ community.

Additional language for the Primary Purpose:

The selection process for this position will follow the provisions for a special program as described by the Ontario Human Rights Code to address the underrepresentation of individuals from equity-deserving groups. Improving the representation, participation, and engagement of equity-deserving groups within our community is a key objective of Waterloo's Strategic Plan 2020-2025. As such, this position is open only to qualified individuals who self-identify as a member of the LGBTQ2+ community.

We ask each interested applicant to include a statement if they self-identify as a member of the LGBTQ2+ community in their cover letter. Please note that our recruitment system has limitations. Hiring managers will only see the last updated version of the application (cover letter and resume) as older versions will be overridden. Therefore, if you are applying to more than one job simultaneously, your self-identification will be available to all hiring managers.

Qualifications for a Restricted Hire for individuals who identify as Women:

This POSITION plays a key role in providing confident, competent, and credible external representation of the university. To enhance the effectiveness of this activity, the ideal candidate will meet the articulated qualifications below and who self-identifies as a woman, encompassing/including other intersectional identities.

Additional language for the Primary Purpose:

The selection process for this position will follow the provisions for a special program as described by the Ontario Human Rights Code to address the underrepresentation of individuals from equity-deserving groups. Improving the representation, participation, and engagement of equity-deserving groups within our community is a key objective of Waterloo's Strategic Plan 2020-2025. As such, this position is open only to qualified individuals who self-identifies as a woman, encompassing/including other intersectional identities.

We ask each interested applicant to include a statement if they self-identify as a woman in their cover letter. Please note that our recruitment system has limitations. Hiring managers will only see the last updated version of the application (cover letter and resume) as older versions will be overridden. Therefore, if you are applying to more than one job simultaneously, your self-identification will be available to all hiring managers.