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OPPORTUNITY PROFILE SASKATOON POLICE SERVICE

Director of Equity, Diversity &
Inclusion





City of Saskatoon

Located in the central portion of the province of Saskatchewan, Saskatoon is spread over a relatively flat area which dips into the South Saskatchewan River Valley. Throughout its history, it has welcomed people from all over Canada and the world. As of June 30, 2015, Saskatoon’s population was estimated to be 260,900.

As Saskatchewan's largest city with a growing population and thriving business sector, Saskatoon has positioned itself as an attractive and vibrant city that is a primary engine of the Saskatchewan economy. Notwithstanding the global economic challenges, Saskatoon's diverse economy, low unemployment, healthy real estate market, and rising incomes, all indicate that Saskatoon will continue to grow and prosper, becoming an even more attractive and competitive city.

The Saskatoon area has been inhabited for over 8000 years, first by Aboriginal peoples who have left evidence of their lives in the form of tipi rings, medicine wheels, and bison kill sites. The name “Saskatoon” comes from the Cree word misaskwatomina, which refers to a sweet, purple berry which still grows in the area.

For more information on the City of Saskatoon, please visit: <https://www.saskatoon.ca/>

About the Saskatoon Police Service

Currently recognized as one of Saskatchewan’s top employers the Saskatoon Police Service supports a number of community and charitable organizations throughout the year and each day the civilian and sworn members of the SPS work to address crime and safety challenges in Saskatoon.

For more information on the SPS, please visit: <https://saskatoonpolice.ca/>

The 2020 Annual Report can be accessed here: [SPS Annual Report](#)

The 2020 – 2024 Strategic Plan can be accessed here: [SPS Strategic Plan](#)





Mission Statement

As part of the community, we will provide a service based on excellence to ensure a safe and secure environment.

Vision Statement

To continuously improve community safety.

Core Values

Honesty - We will be reputable, adhering to truthfulness and being free from deceit.

Integrity - We will lead by example, being incorruptible and doing the right thing regardless of the pressures or personal risk we face.

Compassion - We will be mindful of the distress of others and demonstrate a sympathetic understanding in our desire to assist them.

Fairness - We will demonstrate impartiality, being free from self-interest, prejudice or favouritism.

Commitment - We will show dedication to the goals of the Service and to our personal development and wellness as we persist in our endeavors to consult, work with and serve the community.

Respect - We will recognize the right of all people, regardless of their personal situation, to live without ridicule, and as such we will display courteous regard for people in every situation.

Professionalism - We will be above reproach and exhibit a proficient, conscientious, and business-like demeanor in dealing with those we serve.



The Opportunity – Director of Equity, Diversity & Inclusion

This position is responsible for visionary and transformational leadership with respect to equity, diversity and inclusion, anti-racism and Truth and Reconciliation initiatives and will coordinate issues management at both internal and external levels. The Director of Equity, Diversity & Inclusion is responsible to lead the development of internal policy frameworks aimed at strengthening relationships and consultation activities with various stakeholders to ensure organizational wide work that enhances inclusive policing and builds organizational capacity for equity, diversity and inclusion. This role reports to the Executive Director, Corporate Strategy & Performance.

Scope and Major Responsibilities

1. Provides executive direction to the development of multi-year strategies, plans and resources needed to advance the Saskatoon Police Service's strategic goals and priorities pertaining to equity, diversity and inclusion (EDI), anti-racism and Truth and Reconciliation.
2. Works collaboratively with other sections within the Saskatoon Police Service to apply an anti-racism and EDI lens to develop and implement their strategic priorities and initiatives.
3. Provides leadership on strategic planning processes, section budgets and resourcing, emerging issues and trends to set the current and future vision and direction with respect to EDI initiatives.
4. Leads the design, development and ongoing management of the strategic framework ensuring alignment with the business plan, research and relevant legislation.
5. Advises and contributes to issue management strategies for incidents or situations involving stakeholders and the Saskatoon Police Service.
6. Establishes professional networks, conduct research and keep abreast of industry trends to ensure awareness of changes that may affect the direction of the program and related projects including court decisions, legislation and oversight bodies.
7. Manages and oversees the design and implementation of stakeholder management including internal and external consultation, engagement and communications.
8. Leads and manages various complex organizational initiatives/projects such as the diversity audit, policy reviews and race-based data collection.



9. Represents the Saskatoon Police Service at meetings and committees on matters related to EDI policies and issues.
10. Performs other related duties as assigned.

The Person

- An equivalent combination of the below education and experience will be considered:
 - Degree in Social Sciences, Indigenous Studies or related field. A graduate degree and/or intercultural coursework/knowledge or certification is considered an asset.
 - Several years' progressively responsible leadership and management experience working with diverse stakeholders, Indigenous Peoples and marginalized communities. Experience working in a large, complex organization would be an asset.
- Preference will be given to individuals from designated equity groups. Lived experience is considered an asset.
- Demonstrated ability of developing and advancing anti-racism, EDI and Truth and Reconciliation initiatives within an organization.
- Demonstrated knowledge and understanding of the Truth and Reconciliation Calls to Action, Missing and Murdered Indigenous Women and Girls Calls for Justice, United Nations Declaration on the Rights of Indigenous People, Islamophobia, Black Lives Matter, rights of 2SLGBTQ+ and Persons with Disabilities.
- Demonstrated ability to develop and nurture existing and new working relationships and a respectful and inclusive work environment with key stakeholders within the community and staff.
- Skilled in strategic planning, policy analysis and development, inclusive community consultation and involvement, grant funding research and application, mediation and partnership development.
- Considerable knowledge and understanding of Indigenous traditional and contemporary cultures, political structure and history, governance within Indigenous communities and protocols of engagement and relationship building with other levels of government.



- Ability to communicate effectively and appropriately, orally and in writing with the ability to facilitate conversations with exceptional negotiation, influence and consensus-building skills. Ability to communicate in an Indigenous and/or other ethno-cultural languages would be an asset.
- Ability to maintain confidentiality while handling sensitive information.
- Demonstrated knowledge and ability to utilize change management principles effectively.
- Demonstrated planning, analysis and decision-making skills.

Core Competencies

Accountability – Takes personal ownership and responsibility for the quality and timeliness of work commitments and departmental commitments to achieve results. Follows Saskatoon Police Service guidelines, standards, regulations and principles. Demonstrates reliability and integrity on a daily basis.

Adaptability – Adapts and responds to new and changing conditions, priorities, technologies and requirements. Embraces change while developing innovative and creative solutions to emerging issues and opportunities. Applies versatility, reasoning and innovativeness in the face of change.

Collaboration – Demonstrates flexibility in new and changing situations. Works cooperatively and effectively with others to reach a common goal. Gets others excited about and committed to furthering the corporation's objectives. Participates actively in group activities and fosters a collaborative work environment.

Embraces Diversity – Is sensitive to cultural and other differences in others and responds accordingly.

Effective Communication – Expresses and transmits information with consistency and clarity to a variety of audiences (citizens, colleagues, management). Is an active listener and engages the audience to ensure the message is delivered and understood. Creates a positive first impression with confidence and respect.

Service Orientation – Gives superior service to internal and external customers (citizens, City Councillors, Board Members, stakeholders, management and colleagues), Builds value in the work conducted and in results achieved.



Leadership Competencies: (Director)

Engagement – Mobilizing employees, citizens, and partners. Demonstrated ability to lead, motivate, empower and mobilize individuals and groups to work toward a shared purpose in the best interests of the organization and the Saskatoon Police Service. Builds and maintains high level of credibility with staff, partners and/or citizens.

Pragmatic Decision Maker – Recognizes priorities and changing approaches. Shows common sense and intuitive judgment abilities to analyze and synthesize a wide array of subjective and objective information to recommend appropriate short term and long term direction and goals for their department or division.

Turning Strategy into Action – Analyzes and interprets the strategic organizational direction, has a firm understanding of the vision, mission, values and objectives of the workplace, applies these to develop responsibilities, tasks, goals and implement initiatives that align with long term plans and growth. Reflects on past experience, organizational practices and processes in order to determine the correct course of action.

Team Building – Understands and applies concepts and techniques to build and support effective work teams. Sets the tone and standards for team behaviors.

Political Acumen – Politically astute and sensitive to stakeholder's issues. Maintains and develops relationships inside and outside of the organization to ensure best practices and enhance general knowledge.

Innovation Management – Has good judgment about which creative ideas and suggestions will work and how to operationalize them. Is deliberate in encouraging the creative process in others.

Express Your Enthusiasm

Email a convincing cover letter and tailored resume (PDF or Word document only) to **Allan Nelson** or **John Dugdale** at calgary@leadersinternational.com indicating the job title in the subject line of the email.

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