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## Anti-Racism Strategic Advisor

If you are committed to public service, enjoy collaborating with others, share our values and have a desire to learn and grow, join [The City of Calgary](#). City employees deliver the services, run the programs and operate the facilities which make a difference in our community. We support work-life balance, promote physical and psychological safety, and offer competitive wages, pensions, and [benefits](#). Together we make Calgary a great place to make a living, a great place to make a life.

The City is committed to fostering a respectful, inclusive and equitable workplace which is representative of the community we serve. We welcome those who have demonstrated a commitment to upholding the values of equity, diversity, inclusion, anti-racism and reconciliation. Applications are encouraged from members of groups that are historically disadvantaged and underrepresented. Accommodations are available during the hiring process, upon request.

The Anti-Racism Strategic Advisor will support the work of the public safety stream and the Anti-Racism program team. You will be responsible for creating strategies that will safeguard public dignity and ensure respectful, equitable, inclusive, and fair service delivery to Indigenous and Racialized Calgarians. This is a unique position because it requires the ability to exercise a flexible, anti-racist, anti-oppressive, and non-judgmental approach to people and work. Primary duties include:

- Provide subject matter expertise, facilitate and coordinate the anti-racism public safety stream with respect to collecting and disseminating publicly available race-based citizen data on racializing conduct in Calgary policing and municipal service provider interactions.
- Support the day-to-day work and develop the public safety strategy in partnership with the Public Safety Lead.
- Establish and maintain relationships with internal and external partners, consult with the Public Safety Lead, provide verbal and written communications to action requests pertaining to public safety, using an anti-racist lens.
- Collect the public safety strategy updates, collate reports, and share customized content to identified partners.
- Plan and host meetings (on and offline) to increase collaboration among partners in the municipality and community.
- Support the implementation of anti-racism action plans related to public safety strategies, programs, and projects.
- Provide support for the amendment and/or development of policies and bylaws to align them with The City's June 2020 Notice of Motion (NoM) to make Calgary an anti-racist organization and City.
- Support the collection, dissemination, and interpretation of data sets comprising conversational storytelling of Indigenous and Racialized employees/citizens.

### Qualifications

- A degree in public administration, humanities (e.g. social work, sociology), political science or related field and at least 5 years of progressively more responsible experience in a related area, OR:
- A graduate degree in public administration, humanities (e.g. social work, sociology), political science or related field and at least 3 years of progressively more responsible experience in a related area.
- Experience in areas such as anti-racism, human rights, diversity & inclusion, strategic program development or organizational change is required.
- High level of trust and reliability to support the fast-paced, high profile, and politically sensitive program activities is required.
- Lived experience as a member of an underrepresented community or experience working with and as an ally for persons from an underrepresented community is an asset.
- Demonstrated competencies in strategic and analytical thinking, decision making, leadership, report writing and excellent time management and organizational skills.
- A high level of political acumen and ability to work effectively with a variety of stakeholders while exercising initiative and good judgment.

### Pre-employment Requirements

- Successful applicants must provide proof of qualifications.

Union: CUPE Local 38  
Position Type: Permanent  
Compensation: Pay Grade 11 \$40.05 - 53.55 per hour  
Hours of work: Standard 35 hour work week  
Audience: Internal/External

Business Unit: Calgary Neighbourhoods  
Location: 800 Macleod Trail SE  
Days of Work: This position works a 5 day work week with 1 day off in a 3 week cycle.  
Apply By: May 13, 2022  
Job ID #: 305531

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