



## TTC – Director, Diversity

The Toronto Transit Commission (TTC) is North America's third largest transit system and has been recognized as one of the top places to work in the Greater Toronto Area. Guided by a forward-thinking strategic plan, the TTC's vision is to be a transit system that makes Toronto proud. The TTC's recruitment efforts are directly aligned to its mission of providing "a reliable, efficient, and integrated bus, streetcar and subway system that draws its high standards of customer care from our rich traditions of safety, service and courtesy."

Central to the provision of *service excellence* are *the people behind delivering it*. Within this framework it's important to acknowledge the indelible impact that diverse organizations have on the customer experience, uniquely positioning such organizations to deliver an experience that's truly nuanced and continuously improves. It is within this context that the TTC—dedicated to *the better way* in all its forms—invites nominations and applications for the role of **Director of Diversity**, a position that will report to and join forces with the organization's Chief, Diversity & Culture.

The role of Director, Diversity is a compelling opportunity for a results-oriented leader to be at the forefront of cultural transformation. For this role, to meet its objectives the Director will embody a unique blend of qualifications. They will: A) be a generator of ideas and a person of great vision; B) be a creator of policy and frameworks, information that will guide the collective efforts of individuals employed by who or interface with the TTC; C) be a builder and innovator, possessing the skills required to implement well-conceived DEI plans to an organization of great size and scope; and D) bring an aptitude for measuring progress, and an ability to analyze data pinpointing the ways in which the organization advances from an DEI perspective over time. The Director, Diversity works in partnership with colleagues throughout the organization to bring awareness to the prioritization and importance of inclusive practices and, in partnership with colleagues in the Office of Diversity and Culture, designs and implements strategies that further builds an inclusive workplace culture. They provide continuous education on human rights, accessibility, diversity and inclusion, anti-Black racism, anti-Indigenous racism, and more, and enhance the delivery of programs and services to meet the needs of TTC customers and the organization's employee base.

The successful candidate possesses a deep knowledge and understanding of diversity, equity, and inclusion, and the ability to apply this understanding to the TTC environment thereby propelling it from its current state to further weaving DEI into its very identity. They must have a reputation for being action-oriented; a proven ability to develop and present information compellingly to a wide range of stakeholders; and, must possess integrity, openness, sound judgment, and confidence. The incumbent will have experience managing staff, preferably in a unionized environment, and possesses a University degree or College diploma in a related discipline (e.g. equity studies, social justice, sociology, public administration), or a combination of education, training, and experience.

The TTC is partnering with BIPOC Executive Search to ensure an applicant list that has greater representation from Black, Indigenous, and People of Colour, thereby reflecting Canada's diverse



population. All interested applicants can send their resume to Jason Murray by e-mailing [jmurray@bipocsearch.com](mailto:jmurray@bipocsearch.com), or can apply through the BIPOC Executive Search mobile app.

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.

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*The TTC is committed to upholding the values of equity, diversity, anti-racism and inclusion in the delivery of its services and in its workplaces, and is committed to fostering a diverse workforce that is representative of—at all levels of the organization—the communities that it serves. The TTC supports an inclusive environment where diverse employee and community perspectives and experiences bring value to the organization.*

*The TTC encourages applications from all applicants, including members of groups with historical and/or current barriers to equity, including but not limited to Indigenous, Black and racialized groups, people with disabilities, women and people from the LGBTQ(IA+) community. The TTC values and supports an inclusive and barrier-free recruitment and selection process. In accordance with the Accessible Canada Act, 2019 and all applicable provincial accessibility standards, accommodation will be provided throughout the recruitment process to applicants with disabilities.*