

*Mount Allison acknowledges, honours, and respects that the land named Sackville, NB is part of the unceded territory of the Mi'kmaq People who are the historic inhabitants, custodians, and dwellers on the land where our University is built and confirms its commitment to strengthening relationships with all Indigenous people.*

Position title: Diversity, Equity, Inclusion and Anti-Racism (DEAIR) Student Advisor

Department: [Student Life Office](#)

Type: Full-time continuing position

Opportunity type: Non-academic

Classification: Admin Grade 5

Salary range: \$46,910 to \$62,537 per annum

Supervisor's title: Director of Student Experience

Hours of work: 35 hours per week

Posted date: April 16, 2024

Closing date: April 29, 2024

## **Position description**

Reporting to the Director of Student Experience, the DEAIR Student Advisor has the primary responsibility to develop and implement programs and services that support the academic and personal success of students of colour, and other equity-deserving students with a strong focus on students of colour. The DEAIR Student Advisor will act as a resource for the university community to create a high level of understanding and appreciation for the lived experiences and histories of people of colour, and other equity-deserving students. The DEAIR Student Advisor will also work with key stakeholders on educational initiatives related to diversity, equity, and inclusion and the promotion of anti-racist and decolonial practices. They will play a pivotal role on the Anti-Racism Education Response Team. This will include acting as a resource for students if they have concerns related to human rights and equity.

## **Position Responsibilities**

### **Student Support**

- Develop programs including life choices in collaboration with Student Affairs and the Student Union to ensure the successful transition of various equity deserving students with a strong focus on students of colour and members of the 2SLGBTQIA+ communities.
- Provide 1-1 advising, guidance, advocacy, and mental health resources to these students
- Provide information, support, and referrals for prospective, new and returning BIPOC and 2SLGBTQIA+ and other equity deserving groups
- Provide direction and advice on time management, organizational and study skills, and other aspects of university life within a lens of cultural competency
- Connect students with volunteering opportunities, peer mentors, and other services on campus and within the wider community
- Provide supports and resources for students affected by racism and prejudice on campus

- Deliver educational training on systemic racism and micro-aggressions in conjunction with the Indigenous Student Advisor, the International Centre staff, the Sexualized Violence Educator and People and Culture
- Ensure strong engagement and collaboration with all on-campus student services including but not limited to Athletics, Academic Advising, Residence Life and the Meighen Centre
- Educate the greater campus community on the barriers experienced by BIPOC, 2SLGBTQIA+ and other equity deserving groups, in liaison with People and Culture and other community stakeholders

### **Campus Support**

- Work closely with staff and faculty to ensure the development of initiatives that support and benefit BIPOC and 2SLGBTQIA+ and other equity-deserving groups
- Work with other stakeholders to facilitate intercultural and inclusive events on campus
- Develop and deliver orientation and transition programming for new Black and 2SLGBTQIA+ students
- Act as a communications liaison with the Black Student Union (BSU), Caribbean Student Association (CSA), Black Student Athletes' Union (BSAU), Catalyst, and any other relevant MASU clubs and organizations
- Work with the broader university community to increase cultural competency, equity and inclusion among students, staff, faculty and campus services.

### **Community Building**

- Establish and maintain strong community relationships with key stakeholders both internally and externally
- Support and promote the Black Caucus and other equity affinity groups, while actively promoting events and experiences that honor and celebrate African heritage and observances
- Identify opportunities for partnerships (such as the Black Pilot Network), including cultural support, mentorship, education and training
- Develop, coordinate and promote opportunities that will enhance recruitment, transition and student support of students of BIPOC descent, and grow relationships, partnerships and opportunities
- Collaborate with the MASU I-EDI Student Representative as well as the I-EDI committee

### **Qualifications/skills**

- Lived experience or strong working knowledge of the 2SLGBTQIA+ Black and/or other communities of colour within the communities of students of BIPOC descent and have the ability to provide guidance and support on cultural issues or trends
- Bachelor's degree in a relevant field of study, preferably with an interdisciplinary approach

- Three to five years of experience working with young adults who are BIPOC and/or 2SLGBTQIA+
- Ability to deeply comprehend social issues experienced by BIPOC and 2SLGBTQIA+ people and/or those from other equity deserving groups
- Demonstrated experience in program development and implementation is an asset
- Organization and event-planning skills
- Integrity and proven ability to work in confidential contexts.
- Knowledge of MtA policies and practices as well as rural supports available.

If you are interested in the challenges and opportunities that this position has to offer, please forward your application to: Human Resources Department, Mount Allison University, 65 York St., Sackville, NB E4L 1E4 Fax: (506) 364-2385, e-mail: [hr@mta.ca](mailto:hr@mta.ca) Review of applications will begin on April 29, 2024.

Mount Allison is committed to diversity and inclusiveness. We encourage applications from members of racialized communities, Indigenous persons, persons with disabilities, and persons of all sexual and gender identities. We seek candidates with qualifications and knowledge to contribute specifically to the further diversification of our campus community.

At Mount Allison, we are committed to ensuring your interview experience is as comfortable and accessible as possible. If you require any accommodations or adjustments during the interview process, please do not hesitate to inform us. Your needs are important to us, and our dedicated team is here to support you.

Visit our website at [www.mta.ca/employment](http://www.mta.ca/employment) for other employment opportunities at Mount Allison University or to register to receive e-mail notification of new opportunities.

We thank all applicants for their interest; however, only those selected for an interview will be contacted.