

Call for Consultants: Special Programs Project

About:

- **Part-time** contract / consultant
- October - March 6 month contract term
- Pay: \$24,000 for contract

SFU RADIUS is looking to hire two Consultants to support the development of the SFU Special Programs for the preferential hiring of [Black Faculty and Staff](#) and [Indigenous Staff](#) as approved by [the BC Office of the Human Rights Commissioner](#).

The RADIUS team is looking for experienced Consultants whose work is rooted in Justice, Equity, Diversity, and Inclusion principles. Our team of Consultants work with organizations ranging from 20 to 1000+ staff, designing and delivering equity-centred projects of varying scopes for clients in higher education, public, private, and nonprofit sectors. RADIUS embeds an Anti-Racist lens and inclusive practices in all our project designs, delivery, and engagements. Our team members' knowledge, lived experiences, and practices as migrants, Indigenous, Black, and racialized humans deeply inform our approach.

This project will include developing a 5 year report on implementing the processes, guidelines, and pathways for distinct groups identified as the focus of the SFU Special Programs: Black Faculty, Black Staff, and Indigenous Staff (and Indigenous Faculty pending approval). Each group has different lived experiences, consultation needs, and SFU policies to be considered and are at different stages in the planning and consultation process. All four groups' unique needs must (and will be) considered throughout the project. For this reason, we are hiring a two-person Consultant team whereby both Consultants can draw on their own lived experiences as a black and/or indigenous persons. Each Consultant will lead the work on either Black Staff and Faculty or Indigenous Staff and Faculty while collaborating on the overall project goals as a team. This two-person team will work together to develop an actionable plan for the Special Programs implementation while ensuring that all four groups' needs and considerations are addressed.

Each Consultant will work 15 - 20 hours a week for the project (6 months). All project elements (e.g. pathways, processes, and tools) will undergo at least two community consultation stages during development and before implementation. A 3-phased project will commence October 1st, 2023 and completed March 31, 2024:

Phase 1: Review material and conduct initial Consultation of impacted community and stakeholders.

Phase 2: Consult and develop enhanced onboarding for four groups, including a plan for the implementation of a mentorship program.

Phase 3: Produce a 5-year Plan and Roadmap for Implementation for all groups.

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RADIUS's unique approach blends equity-centred design frameworks with participatory practices that go deeper into the consultation process by centring those most impacted by the Special Program policies. We strive for impactful, equitable solutions to ensure real systems change. Our approach will result in a co-created process that provides a rich foundation for SFU Special Programs' 5-year plan.

We are looking for Consultants who have lived experience and expertise:

- Planning and conducting community consultation with a human or equity-centered approach
- Working in the public or higher education sector with an understanding of unionized settings.
- Strategic planning, hiring/HR and long term reporting experience

How to Apply

Please submit your application by emailing your cover letter and resume (in a single attachment) to hr@radiusfu.com. This posting will stay open until the correct candidates fill the roles.

RADIUS' work centres the voices, agency, and choices of communities that are historically, persistently, and systemically marginalized. We strive to walk the talk when it comes to embedding principles of Justice, Equity, Diversity, and Inclusion into how and why we do the work we do. We hope this sets the foundation for candidates who identify as Black, Indigenous, and racialized to feel encouraged to apply.