



**Job Title:** Employment Equity Policy Consultant - Canada Summer Jobs

**Organization:** Scarborough Centre for Healthy Communities (SCHC)

**Location:** 629 Markham Rd Unit #2, Scarborough ON, M1H 2A4

**Duration:** 8 Weeks

**Hours:** 35 hours/week

**Wage:** \$20.50 per hour

**Reporting To:** Director Equity, Diversity, Inclusion and Belonging

**Application Deadline:** May 22, 2026

Scarborough Centre for Healthy Communities (SCHC) is dedicated to providing accessible, equitable, and transformational health and social service choices for the well-being of Scarborough's diverse communities. We cultivate vital community services by promoting healthy lifestyles while delivering a comprehensive range of culturally competent health and social services programming. Our I2CARE values ensures that we, as a work community, treat all with, inclusivity, innovation, collaboration, accessibility respect and equity.

As an employer, we strive for excellence as a workplace and are committed to building a workforce that enhances our capacity to meet the needs of the diverse communities we serve.

### **Job Responsibilities:**

- Advance Action on Equity Strategy by supporting the implementation of SCHC's Equity, Diversity, Inclusion, and Belonging (EDIB) priorities across programs, teams, and organizational initiatives.
- Provide research, data collection, and analysis support to strengthen understanding of the communities SCHC serves, identify equity gaps, and inform evidence-based decision-making and service planning.
- Support and coordinate the EDIB Committee, including agenda development, follow-up on action items, tracking progress, and ensuring staff voices and lived experiences inform EDIB work.
- Lead and support community outreach and engagement, fostering meaningful relationships with community partners, equity-deserving groups, and grassroots organizations to ensure community-informed and culturally responsive practices.



- Develop and support EDIB-focused communications, including internal messaging, staff education, and organizational recognition of days of significance, awareness campaigns, and key cultural or human rights observances.
- Contribute to staff belonging and inclusive workplace culture, supporting initiatives that promote psychological safety, representation, respectful dialogue, and shared accountability for inclusion at all levels of SCHC.
- Support equity-informed policies, practices, and initiatives, including recruitment, engagement, service delivery, and organizational processes, through an anti-oppressive and trauma-informed lens.
- Act as a connector and capacity builder, collaborating across departments to embed EDIB principles into everyday work, while supporting staff learning, reflection, and continuous improvement.

**As this role is being funded by the Canada Summer Jobs program, the following are eligibility requirements:**

- You are between 15 and 30 years of age at the start of the employment
- You are a Canadian citizen or permanent resident or person to whom refugee protection has been conferred under the Immigration and Refugee Protection Act (foreign students are not eligible)
- You are legally entitled to work in Canada in accordance with relevant provincial/territorial legislation and regulations
- You have a valid Social Insurance Number at the start of employment and be legally entitled to work in Canada in accordance with relevant provincial or territorial legislation and regulations

**To Apply:**

Please submit your resume and cover letter to [recruitment@schcontario.ca](mailto:recruitment@schcontario.ca) by the application deadline. In your cover letter, please clearly indicate how you meet the eligibility requirements for the Canada Summer Jobs program and highlight any experience or skills..

This is an Existing Vacancy.

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

*If you require any accommodation, please advise Human Resources. As a condition of employment all new hires must be legal to work in Canada. You will also be required to undertake a Vulnerable Sector Screening with Police Services.*

*SCHC values equity, inclusion and accessibility. We welcome those who have a demonstrated commitment to upholding these values and who will assist us to expand our capacity for diversity*



*in the broadest sense. We encourage applications from members of groups that have been historically disadvantaged and marginalized, including First Nations, Metis and Inuit peoples, Indigenous peoples of North America, racialized persons, newcomers, persons with disabilities, and those who identify as women and/or LGBTQ2S+*

*SCHC is committed to providing a barrier-free environment for all stakeholders including our clients, employees, job applicants, suppliers and any visitors who may enter our premises, access our information or use our services. We respect and uphold the requirements set forth under the Accessibility for Ontarians with Disabilities Act, 2005, and its associated regulations. SCHC will provide accommodations to applicants with disabilities throughout the recruitment, selection and/or assessment process. If selected to participate in the recruitment, selection and/or assessment process, please inform Human Resources staff of the nature of any accommodation(s) that you may require.*

[www.schcontario.ca](http://www.schcontario.ca).

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