



Region of Waterloo

## Region of Waterloo – Truth and Reconciliation Director

*The Region of Waterloo has made a commitment to Truth and Reconciliation with local Indigenous communities. Acknowledgements offered are part of the Truth and Reconciliation process by acknowledging the history of the land while building mindfulness of our present relationship with it and each other.*

*Waterloo Region, including the three cities and four townships, is located on the traditional territories of the Neutral (Attawandaron), Anishnaabe, and Haudenosaunee peoples. Waterloo Region is part of The Haldimand Tract, which encompasses six miles on either side of the Grand River from the mouth near Dundalk to where it empties into Lake Erie at Port Maitland also referred to as the One Dish/One Spoon Treaty territory.*

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Waterloo Region, home to more than 630,000 people and one of the fastest growing Regions in Canada, offers a scenic urban and rural landscape and is recognized for its community charm. The region is home to First Peoples as well as a plurality of individuals representing cultures from around the world and is committed to the kind of work that truly supports current and future generations. To that end, the Region of Waterloo is affirming its commitment to redressing historical, structural, and systemic issues that negatively impact First Nations, Métis and Inuit throughout the region and Indigenous communities more broadly. It is within this context that the Region of Waterloo welcomes applications for the role of **Truth and Reconciliation Director**, an incredibly important role for the region and at a time where organizations are increasingly called upon to acknowledge *truth* before they can truly embark upon *reconciliation*.

Among the activities under the purview of the Truth and Reconciliation Director, they will work with colleagues in the Office of Reconciliation, Equity, Diversity, and Inclusion (REDI), as well as the overall Region, to further trust, learn from and alongside, and partner with First Peoples of the community. Drawing upon lived and work experience, as well as a deep and abiding commitment to bettering systems and strengthening communities, this is an important time for a community-builder to have an indelible impact on the future of the organization and the people served by it. To chart the course for much of this work, the Director and the Region of Waterloo will work alongside local Indigenous communities on its region-wide Truth and Reconciliation Action Plan—a plan taking shape through active listening and a commitment to achieve meaningful change—and will coordinate with various colleagues and groups to deliver and measure the objectives outlined in the plan. The Director also serves as a trusted liaison between the Region and local First Nations, Métis and Inuit communities; provides advice and recommendations to senior leaders and others in the Region on matters of interest to local First Peoples, including the Region's response to the calls to action in the 2015 Truth and Reconciliation Commission Report; and, plays an active role in promoting and implementing anti-racist and anti-oppressive policies and practices at the Region.

The candidate most likely to effectively deliver upon the needs of the portfolio brings knowledge of the ceremony, culture, traditional territories, and history of Indigenous communities in the Region, and has the ability to facilitate dialogue in a manner that further knits reconciliation into the very identity and mission of the Region of Waterloo. The Director is action-oriented, collaborative, and purpose-driven; has a proven ability to develop and present information meaningfully and compellingly to a wide range of audiences; and, has the ability to foster strong

and trusting relationships with communities and organizations working on reconciliation, anti-racism, accessibility, and inclusion (including working with other local governments). A post-secondary degree in a relevant area of study may serve as an asset to the work (e.g., Indigenous Studies, equity studies, social work, sociology, public policy, education, community psychology), although knowledge and understanding of working in collaboration with Indigenous communities as well as a broad range of organizations and entities is sought.

*The Region of Waterloo is committed to diversity, inclusion, and supporting the well-being of employees. They encourage qualified applicants to apply and will accommodate the needs of qualified applicants under the Human Rights Code in all parts of the hiring process. The Region of Waterloo is partnering with BIPOC Executive Search on this important assignment. Interested applicants can send their résumé to Jason Murray or Melissa Sumnauth by e-mailing [msumnauth@bipocsearch.com](mailto:msumnauth@bipocsearch.com), or can apply through the BIPOC Executive Search mobile app.*

*In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), accommodation will be provided throughout the recruitment process to applicants with disabilities.*

*The salary for the role of Truth and Reconciliation Director will be approximately \$129,000, depending on experience.*