



DURHAM REGIONAL POLICE SERVICE

Job Posting

Manager - Equity, Inclusion & Human Rights (Full-Time)

Job ID: 22994

Open: Dec 15, 2025

Close: Jan 15, 2026

Branch and Unit

Equity & Inclusion

Employment Type

This is a full-time, regular position. (on-site)

Vacancies

Vacancies: 1

Tentative start date: February 2026

Civilian Posting

Reporting to the Director of People, Development, and Learning, the Manager, Equity, Inclusion, and Human Rights is responsible for developing, implementing, monitoring, and evaluating the Durham Regional Police Service's equity, inclusion, and human rights initiatives.

The Manager, Equity, Inclusion, & Human Rights will serve as the equity, inclusion, and human rights subject matter expert for the DRPS; responsible for leading, executing, and providing strategic Service-wide vision on matters pertaining to human rights, equity, and inclusion across the Service, through the development of relevant, responsive, and evidence-based sustainable solutions.

The Manager, Equity, Inclusion, & Human Rights will champion and partner with other business units across the Service to ensure shared ownership, strategic alignment, and cross-functional execution pertaining to equity, inclusion, and human rights initiatives and priorities.

DUTIES AND RESPONSIBILITIES

- Provides related subject matter expertise, thought leadership, and the introduction of industry best practices in the development and maintenance of programs, initiatives, recruitment, retention, and learning and development programs.
- Act as a change agent and provide strategic leadership and subject matter expertise to robust workplace equity, inclusion and human rights strategies, initiatives and processes that support the Services goals and strategies; oversees project/program management in the areas of inclusion, diversity best practices, Human Rights Code perspectives and requirements; and responsible for the on-going leadership and implementation of human rights and equity initiatives in corporate projects.
- Through an equity, inclusion, and human rights lens, champion a culture of inclusion for Service employees through proactively identifying improvement opportunities for an inclusive workplace and culture across the Service.
- Develop DRPS's equity goals and timelines, ensuring Service-wide coordination, implementation, and strategy execution in support of the Service's strategic plan and related priorities.
- Lead and enable the Service and its leadership teams to ensure that the Service's equity, inclusion, and human rights initiatives, priorities, and strategies are understood, supported, and executed.
- Conduct research and statistical analysis so to provide updates to senior leadership and the Durham Regional Police Services Board, as required.

- Ensure that the Service is up-to-date on the leading best practices in equity and inclusion, both broad ranging and specific to policing, to ensure that the Service's resources and innovative efforts offer culturally relevant and responsive solutions for strategic implementation, through utilizing benchmarks and networks to share and implement leading practices.
- Lead the development and delivery of equity, inclusion, and human rights training and educational programs for all employees across the Service.
- Develop and ensure accountability, awareness, and capacity-building measures to meet the changing needs of the Service and its employees in the areas of equity, inclusion, and human rights.
- Lead in the development of policies, procedures, practices, initiatives, and programs to support equity, inclusion, and human rights goals; develop strategies to remove barriers and enhance a sense of belonging for all employees. Ensure that all existing and new directives/policies, procedures, and practices are audited and comply with relevant equity legislation and Board policy as well as the Service's equity, inclusion and human rights priorities.
- Lead research and analysis to identify equity, inclusion, and human rights trends and barriers within the Service and its practices and processes, compile statistical reports and inform the development of effective solutions and interventions to address, prevent, and eliminate systemic institutional barriers.
- Develop strategic internal and external partnerships to promote the Service, as well as generate opportunities for the Service to be seen as a leader in equity, human rights promotion, and inclusion in policing.
- Co-Lead and partner with internal and external committees and working groups in developing, implementing, and successfully executing on equity, inclusion, and human right initiatives.
- Provide culturally relevant and responsive guidance and direction to Internal Support Networks, as required and appropriate.
- Establish objectives, priorities, and plans identifying human resource requirements while managing in compliance with the associated operational budget.
- Oversee the Equity, Inclusion, and Human Rights departmental budget, resources, investments, and associated expenditures.
- Performs other duties as assigned.

QUALIFICATIONS AND SKILLS

- Completion of a University degree in Human Resources, Diversity and Human Rights, Social Studies, Law, or a related field. Canadian Certified Inclusion Professional (CCIP) certification is preferred.
- Minimum of 5-7 years of experience in Human Resources and/or Diversity and Inclusion or Human Rights and Equity, with demonstrated experience in managing people, resources, and budgets including:
 - Demonstrated track record of success in leading, influencing, and managing human rights, equity, and inclusion programs, steering committees, internal and external working groups, and employee resource groups.
 - Project or program management experience, especially as it relates to human rights and diversity, including developing and managing short- and long-term initiatives.
 - Experience presenting to senior level management to influence organizational leadership and culture.
 - Experience developing effective, relevant and responsive equity and inclusion processes, tools, and programs.
 - Experience leveraging demographic data to provide evidence-based guidance and advice.
 - Experience in metric reporting, conducting research and analysis, and defining reporting processes.
- Proven ability to build strong client relationships with senior executives and employees at all levels.
- Ability to foster and promote cooperation and work collaboratively while promoting a diverse and inclusive work environment.
- Solid negotiation and conflict resolution skills, with the ability to deal effectively with all levels of management and internal and external stakeholders.
- Self-motivated, outside of the box thinker with the ability to take ownership and execution of projects.
- Ability to develop and communicate an overall strategic vision as well as ability to execute the details.
- Respect for a strict code of confidentiality.
- Proficient knowledge of employment and related legislation (e.g. Ontario Human Rights Code, Ontario Labour Relations Act, Ontario Occupational Health and Safety Act, Ontario Employment Standards

Act, Accessibility for Ontarians with Disabilities Act, Community Safety & Policing Act, and the Anti-Racism Act).

- Demonstrated strategic thinking and a broad awareness of current trends and developments in financial planning and reporting.
- Exceptional research and data-analytics skills □ i.e., proficiency and experience working with empirical research, large, complex datasets, and Microsoft PowerBI.
- Demonstrated leadership skills and ability to manage staff, including supervision, labour relations, and training & performance development.
- Demonstrated planning, time management, and organizational skills.

Hours

Monday to Friday / Day Shift (*may occasionally require flexibility in hours or overtime*)

Salary Level

This is a SOA Level 9 position starting at \$157,508 (2025-2029 Collective Agreement)

Selection

As part of the selection for this position, qualifications and skills listed in the posting will be assessed to measure the suitability of all applicants. Assessments may include, but not be limited to: resume review, skills assessment (s), interview(s), medical assessment, psychological assessment, functional abilities testing and/or background investigation.

Note: If you require accommodation at any time during the recruitment process, please advise the Human Resources contact on the posting. Appropriate assistance will be provided pursuant to the Service's Accessibility directive.

How to Apply

For direct consideration, applicants must apply online by uploading a cover letter, resume, and certificate proving required education/training. Scan all required documents as one (1) pdf.file and upload when resume is requested. Human Resources is unable to accept e-mail, FAX, or in-person applications.

Durham Regional Police is an equal opportunity employer.

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

Contact

Applications for the above position will be accepted until 1600 hours on the closing date of this posting. Questions may be directed to Andrea Grieve at agrieve@drps.ca