Director of Equity, Inclusion, and Professionalism
DEPARTMENT OF RADIATION ONCOLOGY
UNIVERSITY OF TORONTO

The Director of the Radiation Oncology Equity, Inclusion, and Professionalism Program is responsible for the development and maintenance of an inclusive learning environment with a culture of respect, civility, professionalism, and diversity within the Department of Radiation Oncology at the University of Toronto (UTDRO).

Responsibilities
- Administration and quality control of UTDRO’s Equity, Inclusion, and Professionalism Program
- Chair any working group established to develop the program
- Develop and promote a diverse and inclusive agenda for all UTDRO including trainees, faculty and staff
- Address issues arising of culture, race, ethnicity, gender, sexual orientation, disability, socio-economic, equity, professionalism and social responsibility for all of UTDRO
- Act as a confidential counseling resource for trainees, staff and faculty who might be experiencing personal or professional difficulties related to diversity, cross-cultural conflict, or professionalism issues
- Advise the Chair and Vice-Chairs of any equity, diversity, professionalism or social responsibility issues
- Assist faculty, staff, and trainees in preventing and/or resolving misunderstandings
- The Director is a member of the Executive, Continuing Appointment Review, and Promotions Committees
- The Director will represent UTDRO on Faculty and University Committees as required
- Liaise with Program Directors within UTDRO, and ensure Program Committees consider equity within their representation

Reporting
- The Director reports to the Chair

Term
- The Director is appointed for a three year term, renewable once by the Chair
- Performance will be reviewed annually