

Updated: January 22, 2024

According to the 16th Collective Agreement, the Employment Equity Committee shall provide support strategies for reaching groups designated in Article 3.20 and writing inclusive job advertisements. To that end, this document is intended to provide additional places where job ads may be shared. Please note that this is a living document and will be updated regularly.

Acadia's Employment Equity Groups

Indigenous Peoples
African Nova Scotians/ People of African Descent
Persons with disabilities
Racialized individuals (visible minorities)
Women
Persons of any minority sexuality, gender identity, or gender expression
All intersections of these identities

Job boards:

- Hire Diverse <https://hirediverse.ca/>
- BIPOC Jobs: <https://www.bipocjobs.ca/jobs>
- ANS Lab: <https://www.onenorthend.com/ans-lab>
- Moms at Work: <https://thisismomsatwork.com/>
- **Community Outreach Canada**: <https://communityoutreach.ca/>
- Link Up Employment Services: <https://www.abilities.com/community/link-up.html>
- **NationTalk**: <https://nationtalk.ca/jobs>
 - **Senior Women Academic Administrators of Canada** (also Faculty)
 - <http://www.swaac.ca/opportunities.html>

Cross-Cultural Professionals Association of Canada (CPAC) : <https://www.iep.ca/directories/cross-cultural-professionals-association-canada/>

CPAC's mandate is to assist internationally trained professionals in gaining recognition, cultural integration, career advancement, civic engagement in Canada and expanded international opportunity through quality service and advocacy.

Indigenous Scholars:

- Native American and Indigenous Studies Association (NAISA) Job & Opportunities Postings: [Opportunities & job postings - NAISA](#)
- Aboriginal Job Board <https://aboriginaljobboard.ca/post-a-job/#tab2>
- Indigenous.Link <https://careers.indigenous.link/>
- Indigenous Bar Association <https://www.indigenousbar.ca/new-foremployers>
- Indigenous-focused job board ([Indigenous Works](#))
- Indigenous community organizations and centers (e.g., Friendship Centers, Indigenous Cultural Centers)
- Indigenous media outlets and publications (e.g., [Windspeaker](#), [Turtle Island News](#))

Employment Equity Committee support for reaching groups designated in article 3.20

- Indigenous Works: <https://www.iworks.org/>
Indigenous Works helps partnerships between Canadian companies and Indigenous organizations work better. To that end, The organization assesses and benchmarks the readiness of potential partners and work with them to shore up partnerships capacity, workplace performance and cultural competency on each side.
- [Indigenous Professional Association of Canada \(APAC\): https://indigenousprofessionals.org/](https://indigenousprofessionals.org/)
 - IPAC is a membership-based, leadership-focused organization that connects, supports and promotes outstanding leadership within the First Nations, Métis and Inuit community of professionals.

African Nova Scotian/ Scholars of African Descent Scholars:

- VANSDA: <https://vandsa.ca/>
- Specific African Nova Scotian organizations and networks
- Black-focused job boards and platforms: BIPOC Jobs: <https://www.bipocjobs.ca/jobs>
- [Federation of Black Canadians: https://fbcfcn.ca/](https://fbcfcn.ca/)
- African Canadian media outlets and publications
<https://www.sharenews.com/advertise/>
- Black Business and Professional Association (BBPA): <https://bbpa.org/>
 - The BBPA is the point of convergence and connectivity for many that are seeking opportunities to collaborate, recalibrate, participate, educate, advocate, volunteer and donate to the Black community.
- National Society of Black Engineers (NSBE): <https://www.nsbe.org/>
 - NSBE's mission is to increase the number of culturally responsible Black engineers who excel academically, succeed professionally and positively impact the community.

Disability Scholars:

- NEADS: National Education Association of Disabled Students <https://www.neads.ca/en/>
- Disability-specific job boards and networks (e.g., Disability Job Exchange, [AbilityJobs](#))
- Inclusion Hub: <https://www.inclusionhub.com/diversity-equity-inclusion/disabilityjobexchange>
- [Government of Canada job bank for persons with disabilities](#)
- Disability-focused organizations and advocacy groups (e.g., Canadian Association for Community Living, Disabled Peoples' International- listservs)
- Current disability-related conferences and events
- University disability support services and centers
- Canadian Association of Professionals with Disabilities :
<https://www.canadianprofessionals.org/>

Employment Equity Committee support for reaching groups designated in article 3.20

- This Association is a federally incorporated non-profit dedicated to maximizing the inclusion, job retention, and advancement of current and future professionals with disabilities.

LGBTQ+ Scholars:

- LGBTQ+-focused job boards and platforms: Out & Equal <https://outandequal.org/>
- Pink Jobs: <https://pink-jobs.com/>
- LGBTQ+ professional associations and networks: (e.g., National LGBT Chamber of Commerce, Out in Science, Technology, Engineering, and Mathematics: oSTEM): <https://careers.ostem.org/>
- Pride at Work Canada: <https://prideatwork.ca/job-board/>
- LGBTQ+ media outlets and publications (e.g., [PinkNews](#))

Women:

[Canadian Women in Communications and Technology \(WCT\)](https://wct-fct.com/) <https://wct-fct.com/>

WCT's mission is a national organization dedicated to the advancement of women through a coast to coast network of professional women, men and companies in communications and technology.

[Women's Executive Network \(WXN\)](https://wxnetwork.com/) : <https://wxnetwork.com/>

WXN creates and delivers innovative networking, mentoring, professional and personal development to support and recognize executive-minded women and their organizations in the pursuit of excellence in Canada and Ireland.

Additionally, reach out to specific university departments, research centers, and student organizations that support and work with these equity-deserving groups to inquire about potential advertising opportunities. It is also beneficial to leverage social media platforms and online communities related to these groups to spread the word about the available positions. Consider creating information about the job ad in the format of content for social media. Contact various targeted discipline specific listservs.