NON-CONTRACT ROLE DESCRIPTION

JD3647

ROLE TITLE:	Advisor, Cultural Safety Program	**ROLE DESCRIPTION NO.:**	01181
DEPARTMENT:	Indigenous Health	**HEABC REFERENCE NO.:**	1872930
REPORTING TO:	Manager, Indigenous Health	**HSCIS CODE:**	03099
CLASSIFICATION:	NCEM/Range 7	**JOB CODE:**	04080FC

ROLE SUMMARY

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health) patient and staff safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Reporting to a designated Manager, Indigenous Health, the Advisor, Cultural Safety travels throughout Island Health and is responsible for supporting Island Health's commitment to addressing anti-Indigenous racism, and building trust in the delivery of all programs and services to Indigenous peoples in a manner that is perceived by the recipients as culturally safe.

Travel is a requirement of this position and transportation arrangements must meet the operational requirements of Island Health.

DUTIES AND RESPONSIBILITIES:

1. Provide collaborative leadership through consultation, coaching, expertise to support the development of guidelines, systems, strategies, curriculum, and educational tools for embedding Cultural Safety and Humility throughout the continuum of health services in Island Health.

2. Provide organization-wide and program specific expertise and ongoing learning opportunities that address anti Indigenous racism.

3. Effectively facilitate dialogue, promoting understanding of systemic racism and colonialism; critically assess situations and thoughtfully respond to potential resistance.

4. Provide specialized skills in assessing and managing conflict that addresses power dynamics.

5. Critically self reflect within an emotionally, spiritually and intellectually demanding environment.

6. Critically assess, analyze and respond to the challenges of systemic racism.

7. Identify needs, develop and/or secure resource materials to support staff development and participation in Cultural Safety and Humility learning and initiatives within Island Health.

8. Provide coaching, mentoring, subject matter expertise and recommendations on specific strategies, projects, questions, or issues related to Indigenous specific racism and ongoing colonial dynamics.

9. Work collaboratively with all Island Health departments, and Indigenous community partners and internal/ external stakeholders, including leadership, to realise Island Health's commitment to embedding Cultural Safety and Humility into all levels of Health Authority operations.

10. Strengthens learning systems and processes to assess achievement and progress towards objectives, through the development of indicators, helps identify appropriate qualitative/quantitative data collection methodologies and supports/leads other evaluative processes.

QUALIFICATIONS:

Education, Training And Experience

A level of education, training and experience equivalent to a Bachelor's Degree in Conflict Analysis, Health and Human Sciences or a related discipline, plus three (3) years recent related experience in consulting, facilitating, coaching, mentoring, conflict management and provision of Indigenous cultural safety and humility curriculum development and training. Background in Decolonizing systems, anti-racism pedagogy, Critical Race theory, and/or transformational learning frameworks are an asset.

Skills And Abilities

- A comprehensive understanding and knowledge of anti-Indigenous racism, facilitation, whiteness, decolonizing, white and settler privilege, trauma and violence informed practices, and the impacts of systemic racism and colonialism on non-Indigenous peoples' ways of knowing and being.
- Demonstrated highly specialized skills in anti racism training / facilitation for non-Indigenous participants, preferably within a health care context.
- Demonstrated ability to teach, coach, and mentor all levels of Health Authority employees.
- Demonstrated ability to build relationships and work with Indigenous communities, and if non-Indigenous, to work in a culturally humble manner.
- Demonstrated knowledge of best practices for change management focusing on anti-Indigenous racism and decolonizing systems and practices.
- Demonstrated ability to lead, problem solve, and utilize team building skills in ways that model an anti-racism approach.
- Demonstrated ability to communicate effectively both verbally and in writing.
- Demonstrated ability to design education material and lesson plans which contribute to building understanding of decolonizing, antiracism in a transformational learning context. Familiarity with Critical Race Theory preferred.
- Ability to utilize strong interpersonal skills to work with others effectively.
- Demonstrated strong anti-racism / decolonizing analysis, critical thinking and problem solving skills.
- Demonstrated ability to support non-Indigenous learners to move through resistance related to anti-Indigenous racism and racial identity development.
- Proven ability to work well under pressure, through related unforeseen circumstances, and shifting socio-political contexts.
- Ability to operate related equipment, including computer hardware and software.
- Commitment to ongoing professional development.
- Physical ability to perform the duties of the position.