



Job Posting

Indigenous Health and Safety Program Supervisor (IHSP) **(Internal/External), Full-Time** **Open Until Filled**

ABOUT WISH

Based in Vancouver's Downtown Eastside, WISH is the largest sex worker support organization in Canada. For more than thirty-five years, WISH has offered a safe place of respite for women involved in street-based sex work. The women who access WISH services and programs are made most vulnerable due to extreme poverty, homelessness, social exclusion, violence, racism, discrimination, and the relentless effects of current and past trauma. WISH Drop-in Centre Society is an organization and space for women (cis and trans) and people of marginalized genders, including Two-Spirit, trans, and non-binary. For more information about WISH and our programs and services, visit our website: <https://wish-vancouver.net/>

Over the past year, WISH has embarked on considerable growth in response to the needs of street-based sex workers. The COVID pandemic has accelerated that growth, requiring the pivoting and scaling-up of existing programs as well as the introduction of new programs and services, including a 24/7, 23-bed temporary emergency shelter. WISH operates with more than 200 staff, 100+ volunteers and a growing number of programs and services to meet the needs of street-based sex workers.

PROGRAM DESCRIPTION

The focus of this program is to engage Indigenous women and gender-diverse folks who are involved in sex work, in a holistic and diverse program that builds on their strengths and helps to bring stability to their lives through cultural healing. We will do this through innovative and responsive programming that uses cultural knowledge and Indigenous practices that support healthy, positive change. The program participants will be encouraged to become peer leaders and assist in facilitating cultural workshops at WISH as well as be involved in peer-to-peer outreach and engagement.

JOB SUMMARY

Reporting directly to the Manager of Indigenous Inclusion, **the Indigenous Health and Safety Program (IHSP) Supervisor works directly with Indigenous sex workers in group settings and individually.** They are responsible for program planning, group facilitation, program monitoring, maintaining a safe and supportive environment, input into proposal writing and reporting, and outreach within the community. The Program Supervisor is an integral part of the WISH team and works, collaboratively, in accordance with the WISH Vision and Mission.

MAJOR RESPONSIBILITIES

The Program Supervisor will be responsible for: responding to the diverse needs of Indigenous participants; mentoring participants in skills development in a broad area of approaches; will facilitate cultural and cross-cultural activities and workshops; and building a stronger connection to cultural heritage. Methodologies include: repatriating loss of family and culture through ceremony and healing practices; utilizing Eldership practices as a means of cultural safety; engaging traditional art practices as cultural therapy; and incorporating Indigenous women's storytelling circles as a violence healing strategy.

JOB DUTIES

- Provide healing, learning, sisterhood, and creative opportunities for Indigenous women and gender-diverse folks who access WISH.
- Actively and collaboratively contribute to the integration of an Indigenous lens throughout WISH.
- Routinely and consistently engage Indigenous participants in Drop-In, Shelter and Respite.
- Take initiative to collaboratively develop new program and activity ideas that address and meet the emerging needs and interests of Indigenous participants.
- Establish partnerships and liaise with external community service providers, Indigenous leaders and Indigenous cultural teachers who can collaborate with WISH, arrange or co-facilitate workshops, arrange or co-facilitate cultural teachings and events.
- Plan and facilitate twice-weekly workshops and healing groups, providing opportunities for participant skill-development.
- Support participants to make traditional regalia, learn cultural protocols of sacred ceremony for sisterhood and healing.
- Work with group participants on personal plans and goal-setting.
- Track all expenses, within approved budget, and by using WISH tracking forms and processes. Collect data to meet all reporting requirements and deadlines for funders.
- Adhere to the mission, vision, values and policies of WISH.
- Other duties as assigned.

QUALIFICATIONS

- A minimum of 3 years working within Indigenous organizations/programs, which includes program design, supervision and building relationships with Indigenous participants.
- Unwavering acceptance of women involved in sex work and their life experiences.
- Solid knowledge and understanding of Indigenous culture and history in BC and Canada.
- Strong understanding of the Truth and Reconciliation Report (TRC), the National Inquiry into Missing and Murdered Indigenous Women and Girls (NIMMIWG), and United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).
- Direct experience in delivering workshops and facilitating groups.
- A strong feminist analysis of violence against women and gender-diverse folks with an understanding of power and its intersection with gender, race, culture, class, physical ability, sexual orientation, and age as well as all forms of oppression based on experiences of colonization, religion, ethnicity, and heritage.
- Strong knowledge of the impacts of colonization, the residential school system, the 60's scoop and foster care system.
- Ability to balance Western values and traditional Indigenous practices.

- A strong knowledge and understanding of sex work, trans-inclusivity, gender diversity, Indigenous cultural competency, substance use and cycles of addiction.
- Experience working in the Downtown Eastside or comparable community with a range of knowledge of supports for Indigenous women and gender-diverse folks.
- Knowledge of trauma-informed practice, strength-based philosophy.
- Crises intervention, de-escalation/regulating skills.
- Excellent interpersonal skills and the ability to work and communicate with a wide range of people including program participants, co-workers, representatives from other organizations.
- Commitment to empowering Indigenous women through cultural connection, building capacity and skills among program participants.
- Knowledgeable in Indigenous traditions, protocols and teachings including cultural arts.
- Effective communication skills, both verbal and written, including strong computer literacy in Microsoft Suite (SharePoint, Outlook, MS Word and Excel) and internal communications tools such as Slack are essential.
- Flexibility required for schedule and hours.
- Positive, forward thinking, enthusiastic attitude with demonstrated ability to motivate and organize a group.
- Strong professional and personal boundaries in working with vulnerable communities.

COMPENSATION & WORK ENVIRONMENT

- This is a non-unionized, full-time position.
- Compensation range is \$56,201.60-\$70,262.40/annual, commensurate with experience and ability.
- We offer an excellent health and welfare benefits plan entirely paid by WISH, 3 weeks of vacation after the 1st year, 12 health & wellness days paid every year, flexible work arrangements and paid meal break.
- We recognize 14 paid statutory holidays during the year, including National Indigenous Peoples Day and Truth and Reconciliation Day (Orange Shirt Day).
- We offer a welcoming, team-based office culture in a location that is close to transit.

APPLICATION DETAILS

Please submit a **COVER LETTER** and **RESUME** to the **WISH Human Resources Manager**
hr@wishdropincentre.org

All qualified individuals, particularly Indigenous women and gender-diverse folks from diverse backgrounds, are strongly encouraged to apply.

Our offices are wheelchair accessible, and people of diverse abilities are encouraged to apply. Please tell us if you require reasonable accommodation to apply or perform the job.