



Job Description

Indigenous Health and Safety Program Facilitator (IHSP)

This position is open to Indigenous Self-Identified Women Only

Position Title: Indigenous Health & Safety Program (IHSP) Facilitator
Reports to: Senior Manager of Indigenous Engagement
Job Location: WISH Offices (Vancouver BC)

JOB SUMMARY

Reporting directly to the Senior Manager of Indigenous Engagement, the Indigenous Health and Safety Program (IHSP) Facilitator 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 Facilitator is an integral part of the WISH team and works, collaboratively, in accordance with the WISH Vision and Mission.

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.

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/>

DUTIES & RESPONSIBILITIES

The Program Facilitator 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 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 circle learning as a violence healing strategy.

- 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.
- Serve as an integral part of the WISH team and various WISH initiatives and projects.
- Routinely and consistently engage Indigenous participants in the Drop-In and Shelter.
- 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 weekly program-related drop-in initiatives and Inreach services.
- 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 & SKILLS

- A minimum of three years working within Indigenous organizations/programs, which includes program design, supervision and building relationships with Indigenous participants.
- 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).
- 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.
- Ability to engage participants in ceremony, traditional knowledge, and cultural self-awareness.
- Unwavering acceptance of women involved in sex work and their life experiences.
- Ability to negotiate/facilitate conflicts, redirect and de-escalate.
- 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.
- Strong communication skills, both verbal and written.
- Flexibility required for schedule and hours.
- Direct experience in delivering workshops and facilitating groups.
- Computer literate, with significant proficiency with Microsoft Office Suite (SharePoint, Outlook, MS Word and Excel).
- Positive, forward thinking, enthusiastic attitude with demonstrated ability to motivate and organize a group.
- Ability to prepare reports and maintain necessary records for this purpose.
- Adaptability and ability to maintain composure in different situations.
- Strong professional and personal boundaries in working with vulnerable communities.
- Must be self-directed, organized, and motivated.