



Job Description

Senior Manager of Indigenous Engagement

Position Title: SENIOR MANAGER OF INDIGENOUS ENGAGEMENT
Reports to: Director, Participant Engagement
Supervision of: Facilitator, Indigenous Health & Safety Program
Indigenous Inreach Worker
Project Manager, Harm Reduction & Overdose Prevention
Job Location: WISH Offices (Vancouver BC)

JOB SUMMARY

Reporting to the Director of Participant Engagement, the Senior Manager of Indigenous Engagement will work in close collaboration with the Director of Direct Services and the managers of the Drop-In Centre, Shelter, Supportive Employment, MAP Van, Learning Centre, and Music Therapy programs to operationalize a coordinated and consistent application of an Indigenous lens. The role ensures that street-based sex workers' needs, voices, and expertise are consistently centered while advancing our efforts to foster culturally-based equity for the individuals we serve.

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 two years, WISH has embarked on considerable growth in response to the needs of street-based sex workers navigating multiple crises. WISH now operates with close to 200 staff, 100+ volunteers and a growing number of programs and services to meet the needs of street-based sex workers. To support this considerable growth, WISH is mid-way through a full-scale Organizational Development Review, designed to evaluate our workplace culture, identify opportunities to improve our work, and implement actionable changes to increase our impact.

DUTIES & RESPONSIBILITIES

- Respond to the needs of Indigenous sex workers and issues related to street-based and survival sex work from a strength-based, culturally-informed lens

- Integrate core concepts of Indigenization, Decolonization, and Reconciliation into program development across WISH
- Identify gaps and best practices and make recommendations for change in programs and policies
- Co-create organizational-wide policies that support Indigenization, including HR policies to support informed hiring and retention of Indigenous women
- Collaborate with program managers to increase visibility of Indigenous culture and beliefs, reflected in the communal spaces and programs
- Identify and address specific Cultural Competency training needs (ie. Trauma Informed practices, Indigenous methodology etc.)
- Identify training and, as needed, co-facilitate or facilitate training to increase the level of Indigenous cultural awareness (Indigenization, colonization, and the Residential School System) for WISH employees and volunteers
- In conjunction with the Senior Leadership team, profile and communicate outcomes of Indigenization process, internally, to the Board, participants, and all staff and, externally, to relevant community stakeholders.
- Assess, evaluate and provide guidance to the Indigenous Health and Safety Program and develop an Elders program
- Develop and implement culturally informed engagement strategies and ~~co-~~initiatives designed to enhance access for Indigenous women in sex work
- In conjunction with the Executive Director, play a leadership role in build relationships with local First Nations and with relevant Indigenous initiatives and organizations
- Center the experiences and voices of Indigenous sex workers when participating in community and stakeholder meetings, committees, conferences, workshops, seminars, and presentations
- Assist in development of proposals, grants, and the evaluation and reporting of programs
- Other duties as required

QUALIFICATIONS & REQUIREMENTS

- A minimum of five years' experience working within Indigenous organizations/programs
- A minimum of 3 years' experience in program/project management and/or building, leading and coaching staff teams.
- In-depth knowledge and understanding of Indigenous culture and history in BC and Canada
- Extensive 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)
- Alignment with the WISH mission, vision, and core values
- A strong feminist analysis of violence against women with an understanding of power and its intersection with gender, race, culture, class, ability, religion, sexual orientation, ethnicity, and age
- Significant understanding and knowledge of systemic barriers and oppression rooted in colonization, racism, transphobia, classism, misogyny, moralism, ableism and how they impact sex workers
- Comprehensive understanding of harm reduction principles and models, trauma-informed practice, gender diversity and the role of gendered and sexualized violence in relation to sex work
- Working knowledge of the complex intersections of populations and needs and historical disadvantage in the Downtown Eastside (DTES) through a restorative justice lens
- Considerable familiarity with the DTES community services, networks, issues and policies

- A combination of traditional and non-traditional education, training and experience in community development, conflict resolution and facilitation of Indigenous cultural competency
- Strong proficiency with Microsoft Office 365 (SharePoint, Outlook, MS Word, Excel) is essential. Familiarity with the workplace platform, Slack, is an asset
- Excellent verbal and written communication skills with exceptional attention to details
- Ability to utilize strong interpersonal skills to deal with others effectively
- Ability to reconcile differing perspectives, develop consensus, and secure cooperation and support both internally and with external stakeholders
- Strong analysis, critical-thinking, and problem-solving skills
- A high level of confidentiality, discretion, and diplomacy
- Lived expertise in the sex industry is a considerable asset