



# Treaty 8 First Nations of Alberta

*To Protect, Promote, Bring to Life, Implement, and Sustain the True Spirit and Intent of Treaty No. 8 as long as the sun shines, the grass grows, and the waters flow.*

## Anti-Racism Navigator

Treaty 8 First Nations of Alberta is seeking a highly motivated individual to work as a full-time Anti-Racism Navigator for our Health Department, directly supporting the Director, Health Authority. The Anti-Racism Navigator collects valuable data from communities and members regarding racial bias or incidents of racial harassment and/or violence. The work the Anti-Racism Navigator performs will support Treaty 8 with data analytics to guide the improvement of educational and health services support, address concerns, and compliments community healthcare initiatives.

### **This position is a 6 Month-Term Contract with opportunity to extend**

This position requires effective working relationships with colleagues, community members, Treaty 8 leadership, and other visitors to the Treaty 8 office to support us in our vision to protect, promote, bring life, implement, and sustain the true spirit and intent of Treaty No. 8.

### **RESPONSIBILITIES**

- Serving as a liaison/advocate for Treaty No 8. Members who experience issues with racially motivated bias and/or violence.
- Promoting First Nations health and cultural sensitivity among service providers.
- Supports the complaint intake process by interacting with community members and Elders.
- Receiving and acknowledging a complaint from community members and ensure community member is updated on the complaint intake and investigation process.
- Acting as an ongoing contact for the Complainant, including updates to the Complainant during the complaint resolution process.
- Available to work with Complainants and Treaty 8 leaders to resolve a complaint until all possible avenues have been explored.
- Attending meetings/gatherings/workshops/communities where the role of the Navigator position can be promoted.
- Maintaining a working relationship with other Treaty areas, other Aboriginal organizations and government departments.
- Preparing presentations and information packages as required for the Treaty 8 First Nations, Tribal Councils and other identified interest groups.
- Planning, coordinating and managing a communications strategy to ensure information is relevant, consistent and timely utilizing such mechanisms as briefing notes, bulletins, newsletters and communiqués.
- Keeping abreast of First Nation concerns and needs and identifying issues, gaps and barriers in non-core health services by consulting with Health Directors and technicians, Treaty 8 Health Authority and Treaty 8 leadership.
- Assisting with the planning and coordination of workshops, strategic planning sessions, conferences and other activities on various health issues.
- Advocating on racism-related issues and concerns to the respective government departments and other agencies and organizations.
- Supporting the development of the annual work plan that identifies proposed goals, objectives, tasks and deliverables for the fiscal year as they relate to the Anti-Racism mandate of Treaty 8 First Nations of Alberta.
- Provides monthly reporting to the Director of Health Authority that includes a summary of complaints and applicable updates on complaint management process.

### **SKILL REQUIREMENTS**

This is a critical role for our Nations and requires someone who has a knack for data analysis, critical thinking, attention to detail, and can solve tough problems. While data analytics is an important aspect of the role, community engagement with the ability to develop relationships

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and assist community members through a complaint process is most critical. The ideal candidate is an effective communicator, able to collaborate and build trust, and handle conflict using a tactful approach.

You'll be getting out and speaking with community members, Elders, Chiefs, and engaging with them on their most urgent matters in regards to public health.

## **QUALIFICATIONS**

- post-secondary degree in health sciences or related field OR an equivalent combination of education, training and experience.
- experience working in health administration field, with an emphasis on First Nations' community health.
- knowledge of the issues and challenges in First Nations Health Management.
- knowledge of the structure and operations of the First Nations and Inuit Health Branch of Health Canada and any other relevant federal and/or provincial departments and programs.
- knowledge of the Canadian Health Care system.
- knowledge of other health organizations within Alberta.
- ability to plan, develop, implement and evaluate projects and strategies relating to the management of health issues.
- possess strong organizational skills and effective oral and written skills; developed computer skills.
- ability to accept responsibility and to demonstrate accountability; ability to work both independently and as a team member.

## **ADDITIONAL REQUIREMENTS**

- Possess valid Class 5 AB driver's license and own or access to a vehicle.
- Willingness and ability to travel extensively within Treaty 8 (Alberta) territory and other destinations when required.
- Willingness and ability to work after hours and/or weekends when required.
- Willingness to submit to Oath of Confidentiality.
- Willing to work flexible schedule. Combination of working remotely, in-office, and at community locations.
- Must provide and possess a clear criminal record vulnerable sector check.
- Ability to speak and/or understand the Cree language (or another applicable First Nation language) would be beneficial.

## **DEADLINE**

All applications must be submitted by October 13, 2023.

## **APPLICATION PROCESS**

Please send via email your resume, cover letter, and salary expectations to Shelly Gladue (SGladue@treaty8.org). Please reference in the subject line that your application is in response to the posting for Anti-Racism Navigator, Health.

***Thank you to all who apply, however, only those selected for an interview will be contacted.***

***Posted Oct 2<sup>nd</sup> 2023***