



# Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:

Toll Free Phone: (866) 225-9067

Toll Free Fax: (877) 825-7564

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# Job Board Posting



Careers.Indigenous.Link

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## Regional Director, Indigenous Anti-Racism And Cultural Safety

**Job ID** 94-73-91-AF-63-A2

**Web Address**

<https://careers.indigenous.link/viewjob?jobname=94-73-91-AF-63-A2>

**Company** Vancouver Coastal Health

**Location** Vancouver, British Columbia

**Date Posted** From: 2024-02-29 To: 2024-08-27

**Job** Type: Full-time Category: Health Care

**Job Salary** CAD \$57.85/Hr. - CAD \$83.16/Hr.

**Languages** English

### Description

**SALARY**

The salary range for this position is CAD \$57.85/Hr. - CAD \$83.16/Hr.

**JOB SUMMARY**

Come work as a Regional Director, Indigenous Anti-Racism and Indigenous Cultural Safety with Vancouver Coastal Health (VCH)!

Vancouver Coastal Health is looking for a Regional Director, Indigenous Anti-Racism and Indigenous Cultural Safety to join the team at the Indigenous Health team.

Reporting to the Executive Director, Indigenous Health, the Regional Director, Indigenous Anti-Racism and Indigenous Cultural Safety drives the organizational strategy for Indigenous Specific Anti-Racism and Indigenous Cultural Safety at VCH. The Director has the responsibility for developing, managing, driving and promoting local strategy through a range of activities and programs as aligned to a comprehensive Indigenous specific Anti-Racism Action Plan. They are the key point of contact with programs/departments and leaders across the organization, partnering to educate, advise, guide and champion behaviours and to support and incorporate Anti-Indigenous Racism into core organizational systems and practices, achieving improved results from both a patient/resident/client perspective as well as organizationally.

The Regional Director, Indigenous Anti-Racism and Indigenous Cultural Safety will develop a three year strategy and action plan to advance racial equity and will oversee leadership development resources and programs related to cultural safety. The Director will have broad oversight of addressing Indigenous specific anti-racist policy and procedures, strategic coaching, curriculum, training, programs and support for leaders throughout VCH to create an Indigenous specific anti-racist organization that is a safer workplace for staff and medical staff and equitable health care organization for patients, clients and residents.

The Director will partner closely with VCH Medicine, Quality and Patient Safety, Regional Programs, People, Regional Director Equity, Diversity and Inclusion and Communications and Regional Director, Communications Projects and Anti-Racism and other leadership across the organization, as well as provincial and national counterparts to advance Indigenous specific anti-racism and

Indigenous cultural safety for providers and patients/residents/clients. Apply today to join our team! As a Regional Director, Indigenous Anti-Racism and Indigenous Cultural Safety with Vancouver Coastal Health you will:

Lead and directs the development of overall and applicable Indigenous specific anti- racism related initiatives and activities across VCH, in collaboration with the Vice President, along with Equity, Diversity and Inclusion and Anti- racism leadership, ensuring an integrated framework and consistent service delivery in alignment with VCH business needs.

Formulate organizational and departmental strategy and policy direction through consultation with the organizational leaders and implements and evaluates the long-term goals, policies and procedures necessary to operationalize the strategic plans. Measures the extent to which annual organizational goals and objectives have been met within a changing environment.

Develop the strategic plan for the delivery and development of organization-wide Indigenous specific anti-racism and Indigenous Safety programs and services: workshops, presentations, learning modules, coaching, support and other efforts that promote cultural safety and racial equity.

Oversee and coordinates the measurement of Indigenous Specific Anti-Racism program effectiveness by utilizing multiple, integrated approaches to evaluating goals, and makes improvements as necessary.

Develop and implements comprehensive strategy initiatives such as leadership development programs/coaching/mentoring/psychological safety supports for Indigenous employees.

Engage with and enrolls partners across the organization, including senior leadership team members, to ensure understanding and engagement within the Indigenous specific anti- racism strategy and program's intent, philosophy, outcomes, accountability, and measures of success.

Performs other related duties as assigned.

## QUALIFICATIONS

### EDUCATION & EXPERIENCE

Masters' Degree in Indigenous, equity, anti-racism and diversity studies, psychology, sociology, business administration, and/or organizational behavior, supplemented with over ten (10) years' experience in leading Indigenous specific anti-racism, equity, diversity and inclusion programming and initiatives, or an equivalent combination of education, training and development.

Experience will include a minimum of three (3) years working for an Indigenous, Metis or Inuit organization/program.

### KNOWLEDGE & ABILITIES

Proven experience overseeing the development and delivery of comprehensive Indigenous specific anti-racism action plans and addressing racial equity in large, complex organizations.

Proven experience leading Indigenous specific anti-racism and Indigenous Cultural Safety strategies that address and remove barriers to racial equity.

Familiar with planning and aligning to the Global Diversity Equity and Inclusion Benchmark (GDIB).

Familiar with planning and aligning to DRIPA, UNDRIP and MMIWG

Demonstrated ability to work effectively within a diverse, complex, sometimes ambiguous and decentralized organization to provide leadership for cultural change.

Ability to influence and operate in a matrix organization.

Ability to be resilient, flexible and creative in approaching complex problems.

Ability to assess interventions, measure effectiveness and design tools to evaluate success.

Advanced skills in change management education and consultation.

Outstanding listening, collaboration and team building skills that facilitate coordination and cooperation with the demonstrated ability to lead with both courage and humility.

Displays comprehensive knowledge of project management principles and methodologies and ability to coach team members on these skills.

Uses well developed leadership, customer relations and problem solving abilities to lead a variety of complex, diverse and integrated services and initiatives and to achieve desired results within critical timeframes.

Demonstrated ability to develop and maintain strong relationships with key internal and external partners including management and staff at all levels, government agencies, other health authorities, and external partners and others as applicable.

Demonstrated experience in the effective management and resolution of discrimination and harassment complaints, as well as with patient/client/resident complaints.

Demonstrated experience in conducting research studies or publishing papers in academic journals.

Demonstrated excellent communication skills, both verbally and in writing, with a variety of audiences internally and externally to the organization.

Physical ability to perform the duties of the position.

#### CLOSING STATEMENT

As per the current Public Health Orders, as of October 5, 2023, all employees working for Vancouver Coastal Health must be fully vaccinated for COVID-19 or have received a single dose of the most-recent, updated COVID-19 vaccine. Proof of vaccination status will be required.

If you have any questions, please reach out to Harleen at [executivecareers@vch.ca](mailto:executivecareers@vch.ca).

#### WHY JOIN VANCOUVER COASTAL HEALTH

VCH is a world class innovator in medical care, research and teaching, delivering service to more than one million BC residents. At VCH, we embrace thinking boldly, taking smart risks, and "going first" when we believe it will lead to the best possible outcomes for patients and their families. We invite you to join us in creating healthy lives in healthy communities by showcasing our passion for care, connection to the communities we serve and our culture of teamwork that makes VCH a great place to work.

Comprehensive health benefits package, including MSP, extended health and dental and municipal pension plan

Grow your career with employer-paid training and leadership development opportunities

Wellness supports, including counselling, critical incident and innovative wellness services are available to employees and their immediate families

Award-winning recognition programs to honour staff, medical staff and volunteers

Access to exclusive discount offers and deals for VCH staff

Equity, diversity, and inclusion are essential to our goals of creating a great place to work and delivering exceptional care. We acknowledge and accommodate unique differences and ensure special measures are in place so that all prospective and current employees are given an opportunity to succeed.

We are committed to building a representative workforce and encourage applications reflecting diversity of sex, sexual orientation, gender identity or expression, racialization or ancestry, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Metis, Inuit, or Indigenous person.

Vancouver Coastal Health is proud to be recognized as one of Canada's Top 100 Employers in

2023.

Only short-listed applicants will be contacted for this posting.

**How to Apply**

Click "Apply Now"

Apply on the Vancouver Coastal Health or reach out to Harleen at [executivecareers@vch.ca](mailto:executivecareers@vch.ca).