



2-SPIRITED PEOPLE OF THE 1st NATIONS

PART TIME CONTRACT EMPLOYMENT OPPORTUNITY

2-Spirited People of the 1st Nations provides prevention, education, and support for Two-spirit, including First Nations, Métis and Inuit living with or at risk for HIV and related co-infections in the Greater Toronto Area. We base our work on Indigenous philosophies of wholistic health and wellness. Our future shows a strong, healthy and independent Two-spirit community in Toronto where HIV infections are rare and Two-spirit people live with pride in their Indigenous heritage.

OSHKAABEWIS

Position: Indigenous Cultural Programmer

Status: Part-time, Contract

Hours: 20 hours/week

Salary: \$25 Per Hour

Date Posted: October 2, 2023

Closing Date October 15, 2023

Positions Available: 1

Position Description:

The aim of this position is to coordinate and support all aspects of cultural knowledge transfers and planning in promoting mental health and well-being. The Oshkaabewis will provide traditional teachings and ceremonies in a safe and acceptable environment and coordinate access to Elders and Traditional people to meet the needs of the 2-Spirited People of the 1st Nations, staff, volunteers, board, and community members. The Oshkaabewis will also work to promote cultural awareness, safety, and competency with 2-Spirited People of the 1st Nations at large while promoting healing and reconciliation. At the same time, land-based ceremonies, healings, and team-building activities which will bring all staff, volunteers, boards, and community partners together and will support to craft a better strategy to serve the community.

Essential Duties and Responsibilities:

- Understanding of Indigenous and 2-Spirit teachings, practices, and ceremonies with the ability to implement them into everyday practices.
- Build and maintain relationships with other indigenous agencies within Ontario to strengthen the support for our community.
- Embody anti-racist, anti-oppressive, equity-seeking practice in all aspects of work, including with participants, community members, committee members, 2-Spirits staff, stakeholders, networks, and others.
- To provide Culturally supported healing and self-care to all involved, including staff, volunteers, board members and community partners.
- Gather feedback and suggestions from participants and develop a strategy for promoting mental health and well-being, including Trauma Healing and self-care strategies that will be integrated into our organizational capacity building plan.
- Organize sweat lodges and full moon ceremonies for 100 participants.
- Conduct sharing circles and healing ceremonies.
- Provide culturally supported trauma healing and emotional support to staff members impacted by inter-generational trauma.
- Conduct talking circles on capacity building and career enhancement skills for staff, volunteers, and community members.
- To provide crisis intervention and utilize de-escalation strategies and interventions.
- Co-create and give workshops as requested by the community stakeholders.
- Distribute traditional medicines and preparing self-care kits/packages.
- Work as part of a team by attending the team meetings, trainings, and regular supervision meetings.
- Provide Administrative duties for the organization including but not limited to social media posts.
- Other duties as required.

Qualifications:

- Must have extensive experience working with Indigenous populations and a broad familiarity with Indigenous cultural and community perspectives across Ontario.
- Must have proven demonstration of understanding the range of issues facing Indigenous people in Ontario.
- Experience working in harm reduction, crisis response and community/non-profit settings is an asset.
- Sensitivity to cultural, ethnic and gender orientation differences
- Ability to handle confidential and sensitive information in a discrete non-judgement manner.
- Excellent communication, organizational and administrative skills.
- Ability to work independently, as well as in a team.
- Ability to accept feedback, take initiative, and work independently in a culturally diverse environment.

- Excellent case and file management skills, stress management and time management skills.
- Ability to engage people to build trust and rapport; effective verbal and listening skills.
- Ability to problem solve and take initiative.
- Must be fluent in English: fluency in an Indigenous language and/or French language is an asset.
- Valid G Licence and ability to drive/navigate and park in high pressure situations an asset.

To be considered for this position, you must be passionate about the work we do, and share our organizational values. Please submit your resume and cover letter saved in the following format: **firstname.lastname (ie. John.Smith) to Human Resources, hr@2spirits.org with ATTN: Oshkaabewis** in the subject line of your email by the closing date.

2-Spirited People of the 1st Nations is an equal opportunity employer, **Indigenous people including Metis and Inuit, Two-Spirit people, Trans Folks and/or a person living with HIV or AIDS are encouraged to apply.** If you are contacted for an interview and require accommodation appropriate arrangements will be made to assist you through this process. We thank all applicants in advance for their interest; however only those selected for an interview will be contacted.

Closing Date: October 15, 2023

Request for accommodations will be supported throughout the recruitment process. No telephone inquiries, only candidates chosen for an interview will be contacted.