



2-SPIRITED PEOPLE OF THE 1st NATIONS

FULL TIME 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.

Indigenous Harm Reduction Outreach Worker

Position: Indigenous Harm Reduction Outreach Worker

Worker Status: Full-time

Hours: 35 hours/week

Salary: \$55,000 plus benefits

Date Posted: November 14th, 2024

Closing Date: November 28th, 2024

Positions Available: 1

Essential Duties and Responsibilities:

- 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.
- Leading Indigenous Circles and teachings where houseless people gather.
- Integrating Indigenous culture, teachings and practices when working out in the field.
- The position requires respect for, and expertise working with people who face barriers to housing, and/or who experience one or many of the following: mental and physical health challenges, substance use, trauma, social isolation, immigration, unemployment. /Underemployment and history with the criminal justice system
- To provide crisis intervention and utilize de-escalation strategies and interventions.
- Assist individuals in crisis in navigating the mental health and addictions services.

- Offer support, education, and training around safer drug using practices, safer sex, infection prevention, and health promotion to community members who use substance and do sex work.
- Co-create and give workshops as requested by the community stakeholders.
- Ensure safe disposal / handling of used drug equipment.
- Work as part of a team by attending the team meetings, trainings, and regular supervision meetings.
- Preparing and giving out the harm reduction supplies and resources (safer injection supplies, safer crack use kits, safer sex supplies, safer crystal meth kits, information, pamphlets).
- Training community members in overdose prevention and response including training in using Naloxone.
- 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.
- Personal experience and/or an awareness of substance use is an asset.
- Personal experience with homelessness, sex work, mental health issues, HIV, hepatitis C is an asset.
- Harm reduction-related and peer support volunteer or paid experience, education, or training is an asset.
- Ability to work weekly including flexibility to work evening and weekends.
- Familiarity with Parkdale area community members and drug-using networks.
- Ability to build trust with folks who use drugs and/or do sex work.
- Sensitivity to cultural, ethnic and gender orientation differences
- Drug user positive and sex-positive attitude with anti-racist, Indigenous harm reduction outlook.
- Good communication skills and strong listening skills.
- Ability to handle confidential and sensitive information in a discrete non-judgement manner.
- Ability to work independently, as well as in a team.
- Ability to accept feedback, take initiative, and work independently in a culturally diverse environment.
- 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.
- Lived experience as an Indigenous community member is highly valued.

Physical Requirements:

- Ability to carry, load, and unload up to 50 pounds. Ability to pull a trolley with outreach materials (e.g., harm reduction kits, food, water, etc.). Ability to walk 8-10 kilometers during outreach activities.
- Comfort with working in various public spaces and adapting to different weather conditions, including cold and hot temperatures.
- Experience serving Indigenous communities and marginalized populations is preferred.

Other Requirements:

- A mandatory Food Handlers Certificate (sponsored by the organization if not already held).
- Flexibility to work evenings and weekends on a rotational shift as outlined.

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: HarmReductionOutreachWorker** 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 and with past criminal record 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: Nov 28th, 2024

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