

# Indigenous Strategic Advisor

## Role Summary

Independent Advisory Consultant, accountable to the Hamilton Niagara Haldimand-Norfolk Brant Burlington (HNHBB) Indigenous Health & Anti-Racism Advisory Committee, the Indigenous Strategic Advisor role provides comprehensive strategic recommendations and guidance to optimize indigenous voice and representation within our healthcare delivery system.

The Indigenous Strategic Advisor is responsible for providing advice and recommendations on the planning, coordination and implementation of practices and processes related to systemic reform regarding policy and services for Indigenous peoples. The overall goal is to inform institutional representatives who participate on the Indigenous Health Anti-racism Advisory Committee towards ensuring that system level changes are made that will support the provision of a culturally safe learning, working and patient care environments. The Indigenous Strategic Advisor will engage in extensive consultation with; i) stakeholders across HNHBB hospitals ii) Indigenous clinicians iii) regional Indigenous organizational and iv) community representatives. Recommendations provided by the Indigenous Strategic Advisor will be informed by consultations, best practice and personal knowledge and expertise.

## Accountabilities:

- Identify, foster and advance new and/or existing partnerships and relationships with Indigenous peoples to ensure that diverse Indigenous voices are included in the planning of an inclusive and transformative Indigenous health strategy within participating hospitals
  - Build on existing partnerships with Indigenous organizations, communities, groups and individuals to affirm their strengths, issues, priorities and lived experiences related to anti-Indigenous racism and health and well-being.
  - Identify opportunities to develop new and/or expand partnerships that will further progress the development of an inclusive and Indigenous welcoming health system
- Support reconciliation focused collaborative opportunities to engage senior hospital administrators and/or designates and Indigenous stakeholders in affirming and implementing locally defined strategies to address existing health inequities

- Define the focus of Indigenous community engagement by determining the systems and processes currently in place and, with an innovative mindset, identify current barriers to community engagement
- Advocate for the engagement of Indigenous health practitioners Knowledge Helpers, Indigenous organizations and regional community representatives as key contributors to service planning, knowledge sharing, and culturally safe healthcare for Indigenous people
- Facilitate the inclusion of Indigenous communities and engage in self-determining approaches to innovative healthcare practices
- Offer advice to help guide reconciliation efforts that contribute to building trust and commitment with Indigenous communities

In collaboration with hospital teams, Cultural Safety Committee, Indigenous Reconciliation Committee, and institutional groups that have an Indigenous health priority and in alignment with the reconciliation principle of ‘nothing-for-us-without-us’; inform and guide the development of systemic change processes across the region that impart knowledge and understanding of Indigenous lived experiences and culturally safe approaches that prioritize anti-racist and trauma-informed care.

- Advise on the development of engagement with Indigenous groups and individuals to better understand Indigenous culture, traditions, and lived experiences in order to develop program content
  - Provide advice and guidance on strategies to educate and inspire employees, physicians, volunteers and learners to understand culturally safe approaches to health care services
  - Advocate for education related to diverse Indigenous traditional healing practices to promote an environment that respects and values Indigenous ways of knowing and self-determining approaches to wellness
  - Advise on building relationships between internal staff, physicians, learners, and Indigenous organizations to encourage ongoing outreach and meaningful engagement in support of service planning
  - Recommend and facilitate strategies that support the recruitment and retention of Indigenous community members in the workforce
- Provide advice and make recommendations that influence the health system as it relates to Indigenous cultural safety and engagement.
    - Advocate for Indigenous populations at local, regional and provincial health tables by informing and providing insights on community trends and issues related to Indigenous health and providing support on organizational priorities
    - Review and make recommendations on organizational policies, protocols, resources and strategies to enhance inclusion and cultural safety

- Demonstrate personal accountability for tasks and deliverables
- Develop performance objectives to measure and report on Indigenous cultural safety and engagement with Indigenous organizations and communities
- Support and inform the accountability and commitment of organizations across the HNHBB hospitals to implement equitable, inclusive healthcare of Indigenous peoples

## **Qualifications of Independent Advisory Consultant**

1. Undergraduate degree required; preferred areas of study include: Indigenous studies, social justice, public policy, health administration or a related field
2. Master's degree preferred, or a minimum of 5 years of related experience or an equivalent combination of education and experience
3. Proven experience in health services or academic environment
4. Proven leadership experience with the ability to: generate ideas that create value and improve processes; practice and apply systems thinking; create a unifying vision; manage and deal with uncertainty; and implement new roles
5. Demonstrated experience building partnerships and relationships with diverse populations, preferably or specifically with Indigenous organizations or communities
6. Strong understanding of Indigenous health priorities and regional networks
7. Demonstrated ability to effectively communicate, verbally and in writing, complex information to all levels of internal staff and external organizations to address sensitive situations, resolve conflicts, motivate, negotiate and persuade
8. Awareness of federal and provincial government policies and their impact on Indigenous health
9. Knowledge and understanding of Ontario's health system
10. Ability to engage in collaborative processes
11. Strong analytical and strategic thinking skills
12. Project management and prioritization skills, and the ability to lead initiatives from conceptualization to implementation
13. Exceptional interpersonal skills with ability to build trust in order to influence outcomes
14. Demonstrated problem solving skills

It is intended that this will be a 12-month independent consultant retainer.

**Interested consultants are invited to submit their resume to [president@hhsc.ca](mailto:president@hhsc.ca) before September 30, 2022 @ 24:00hrs.**

*Proof of full COVID-19 vaccination will be required prior to the start of this contract. In the event that the individual is unable to be vaccinated as a result of a medical exemption, they will be required to submit supporting documentation as requested.*