



Youville Centre is a not-for-profit, community health centre located on Treaty One territory, in the heart of the Metis Nation, in Winnipeg, MB.

Youville sites provide a place where individuals and families can work on their health and wellbeing with health and social service professionals. Youville focuses on the strengths and gifts, as well as the needs of the community, striving for the most person-centered, effective and caring delivery of its services and programs.

Coordinator of Reconciliation & Equity Development

Part Time – 0.8 EFT

\$30.31 - \$39.09 per hour

I. SUMMARY OF POSITION

- Working as part of a multi-disciplinary team, the Coordinator of Reconciliation and Equity Development plays an integral role in implementing the new strategic plan through coordination of assigned projects in support of delivering on our organizational commitment to Reconciliation and effectively addressing systemic/structural oppression.
- Works collaboratively with all staff of Youville to remove barriers and identify transformational levers for meaningful and sustained organizational Equity and Reconciliation.
- Grounded in person-centered, intersectional anti-oppression and social justice practices and a with a commitment to equitable processes and outcomes, the Coordinator of Reconciliation & Equity Development works with all other Youville teams and key stakeholders to; reduce and eliminate organizational and system barriers individuals face in accessing healthcare; increase workplace/organizational equity and inclusion; implement all applicable Truth and Reconciliation Calls to Action.
- Builds authentic relationships with racial, socio-economic, and gender diverse communities.

II. KEY RESPONSIBILITIES

Community & Organizational Development and Change

- Conduct needs and asset assessments including surveys, focus groups, community consultations, supporting communities of practice and assist in developing social media and communications content.
- Identify gaps in organizational/staff competencies and coordinate staff development with a focus on equity-related concepts and principles across departments, including but not limited to Anti-Indigenous and Anti-Black racism, uncolonizing, sexism, Cis-heteronormative patriarchy, accessibility, inclusion as well as alignment with the TRC calls to action and other key Reconciliation actions.
- Work with partners to leverage funding and in-kind support to facilitate the advancement of equity priorities.
- Participate in system, organizational and community partnerships to learn and share best practices with staff, engage with community and applying new practices/principles to internal and external programs and services as they relate to TRC calls to action and equity
- Establish processes and mechanisms to conduct equity-based, anti-oppressive policy, program and procedure analysis
- Develop training and education programming for staff, volunteers, students

Research & Evaluation

- Research innovative and effective practices related to equity, diversity, inclusion and anti-oppression within organizational change initiatives (including policy, process and programming)
- Assist in collecting benchmark data, performance measures, data analysis and report writing to support program development, quality improvement and other initiatives as they relate to Equity, Diversity, Inclusion and Anti-oppression.

Qualifications:

- An undergraduate degree in a relevant field or combination of relevant education and experience
- Demonstrated knowledge of key principles in organizational development, change management, curriculum design and development.
- Demonstrated robust understanding of anti-racism/anti-oppression/equity, colonization and Reconciliation required
- A minimum of five (5) years of related experience required
- Knowledge of human rights legislation, principles of allyship/co-conspirator work and trauma informed approaches.
- Hands-on experience supporting organizational policy/program implementation related to anti-discrimination, anti-oppression and equity
- Ability to deal with all levels of management and staff in a professional manner
- Proficient in Microsoft Office.
- Demonstrated bilingualism is an asset (French and English or English and another language)

Interested candidates for this position should submit their resume via email before **December 3, 2021** to:
Human Resources at **Youville Centre**, admin@youville.ca

Youville is committed to employment equity and eliminating barriers to employment for people who are underrepresented in Canada's workforce including Indigenous peoples, people with disabilities, members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs, or place of origin; persons who identify as women and persons of marginalized sexual orientations, gender identities, and gender expressions. In pursuit of our values, we seek team members who will work respectfully and constructively with differences and across levels of power.

We thank you for your interest. Only those candidates selected for interview will be contacted.