



Oahas

# Ontario Aboriginal HIV/AIDS Strategy

London

Toronto

Sudbury

Thunder Bay

Sault Ste. Marie

Position: **Provincial Indigenous Harm Reduction Coordinator**

Location: Barrie

Reports to: Director of Operations

Salary Range: \$58,000 - \$60,000

## Summary

Oahas operates based on the principles of Greater Involvement of People living with HIV/AIDS (GIPA), Meaningful Engagement of People living with HIV/AIDS (MEPA), Indigenous harm reduction, and respect for our cultural knowledges and teachings. These foundational principles guide all aspects of our relationships and work. Our mission is to support healthy, thriving Indigenous communities through ending the transmission of HIV and other STBBIs in our communities.

The Ontario Aboriginal HIV/AIDS Strategy (Oahas) is committed to the principles and values of a harm reduction approach, as well as focusing on providing culturally distinct and relevant Indigenous services. In order to move the organization's mission forward and achieve our desired outcomes, Oahas will develop an Indigenous Harm Reduction Strategy and Community Steering Committee. The Community Steering Committee will be comprised of Indigenous community members who are living with HIV, Indigenous community members who have been diagnosed with HCV, and Indigenous community members who have used or are using substances, and we are seeking engagement from people across the province.

The role of the Indigenous Harm Reduction Coordinator will be instrumental in coordinating and leading the development, implementation and supporting the evaluation of Oahas' *harm reduction* pillar. The following sections outline the responsibilities of the IHRC role and provide guidance for how this role will work in conjunction with the other staff members across the province.

## Key Responsibilities

### Community Steering Committee

The IHRC will be responsible for the development of the CSC through the following:

- Working with the Management Team to clarify and establish clear criteria for the CSC.
- Developing a Call for Members to join the CSC.
- Working with the Management Team and Peer Coordinator to screen and select members for the CSC based on established criteria.
- Coordinate and facilitate a virtual meeting with the selected members for the CSC to provide them with orientation and on-boarding.
- Complete all financial submissions and ensure timely payment for CSC members.
- Engage with CSC members to solicit feedback and guidance on the draft Indigenous Harm Reduction Statement for the organization.
- Engage with CSC members to solicit feedback and guidance on the restructuring and redesign of no to low barrier Indigenous harm reduction services provided by the organization.
- Engage with CSC members to solicit feedback and guidance on who do they see as knowledge carriers or Elders who provide access to culture and teachings from a harm reduction lens.

## Indigenous Harm Reduction Programming

The IHRC is responsible for developing different components of Oahas' Indigenous Harm Reduction Strategy and harm reduction program through the following processes:

- Compiling key literature (policy documents, position papers, best/wise/promising practice documents etc.) related to concepts of Indigenous Harm Reduction, in order to synthesize and develop an organizational Indigenous Harm Reduction position statement.
- Coordinating and facilitating sharing circles focused on engaging broader membership, the Community Steering Committee, knowledge carriers/Elders, Oahas staff, and Indigenous service providers and getting feedback on their understanding and vision for Indigenous harmreduction.
- Working with the Management Team and researcher to develop an Indigenous Harm Reduction Strategy for the organization. This can include engaging with the Community Steering Committee to get feedback on the strategy.
- Working with the Management Team and relevant staff to support the restructuring of Oahas' peer and outreach programs.
- Using feedback from the sharing circles and literature, the IHRC will develop and deliver an Indigenous Harm Reduction presentation that will be used as part of the orientation and on-boarding of new staff, volunteers, and board members.
- Deliver the Indigenous Harm Reduction presentation to community partners.
- The IHRC will provide content and support the development of social media campaigns focused on International Harm Reduction Day – May 7 and International Overdose Awareness Day – Aug31.
- As Oahas develops an increased social media presence, the IHRC will support the Indigenous people living with HIV and members of the Community Steering Committee to develop educational videos or podcast/YouTube channel content.
- Support the development of assessment tools for the harm reduction program (i.e., checklists and relational mapping), that helps Oahas to identify key partnerships and gaps related to outreach and supply distribution, and a process for office set up, and requirements for storage and kitmaking.
- The IHRC will also support all six sites by attending or co-attending any drug strategy or harm reduction meetings, as well as the quarterly TON management meetings and providing updates to the Management Team.
- Working with CATIE to revise, Indigenize and co-facilitate 4 training courses for Oahas staff related to HIV prevention, testing and treatment and HCV testing and treatment.
- As an organization, Oahas is responding to multiple community crises and changing socio-political context that impacts how we approach harm reduction service programming and service delivery.
- Additional responsibilities may be assigned by the Management Team to respond to the changing environment as it relates to Oahas' Indigenous harm reduction programming.

## Qualifications

- Competency and a good understanding of Indigenous culture and ways, teachings and history.
- Experience the delivery of prevention, harm reduction, outreach, education, community-based, social services, health or cultural services.
- Passion for nurturing culturally-appropriate, community participation and modelling effective leadership within the Indigenous communities.
- Prefer a diploma or degree in a relevant field and/or a combination of related experience.
- Lived Experience; Experience working with people who use drugs and other substances
- Ability to build trust, strengthen communication, establish partnerships within communities.
- Ability to speak openly and freely about substance use, sexuality in a sex-positive, non-judgmental manner with service users and harm reduction workers (peers)
- Excellent personal and professional boundaries.
- Ability to exercise tact, diplomacy and respect when communicating with the Indigenous communities, stakeholders, other agencies and external contacts.
- Strong planning, organizational and team skills; ability to work in Microsoft Office Suite
- Ability to work outside regular working hours as required, travel throughout a region will be required which may include evening and weekends.
- Valid Ontario G driver's license is an asset
- Ability to speak an Indigenous language is an asset.

Oahas is an equal opportunity employer. We strive to build an inclusive workforce that reflects the rich diversity of the communities in which we live. To this end, we strongly encourage applications from persons with lived experience with drug use, sex work, homelessness, street involvement; those living with HIV/HCV; members of 2SLGBTQ communities, Indigenous people, members of diverse ethno-cultural communities, and persons with dis/abilities.

Please submit a cover letter and resume no later than 12 noon on **Friday, May 27, 2022** to Colin Green, Director of Operations at [hrgeneral@oahas.org](mailto:hrgeneral@oahas.org). Please also let us know which pronouns you would like us to use when corresponding with you (directly and within Oahas) in your email or your cover letter.