



Oahas

# Ontario Aboriginal HIV/AIDS Strategy

London

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Sault Ste. Marie

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## **Board of Directors Recruitment**

Position: **Volunteer Board Chair and President**

Location: Ontario (province wide opportunity)

Term: 3 year term (2021-2024)

### **Volunteer Opportunity**

Ontario Aboriginal HIV/AIDS Strategy (Oahas) is seeking community leaders to join our Board of Directors for the 2021-2024 period. The Board of Directors provides leadership to Oahas in the areas of organizational direction, policy, strategic planning, and fiduciary accountability. We aim to attract skilled and committed individuals to assist us in these key areas.

### **About Oahas**

Oahas was founded in 1995 and has consistently evolved since then, in order to respond to the changing needs and priorities of Indigenous people living with HIV/AIDS (IPHAs) in our communities. Oahas was founded on the recognition that, as Indigenous peoples, we need to develop our own parallel province-wide HIV/AIDS strategy that is grounded in our cultural knowledge and understanding of who we are as Indigenous peoples (First Nations, Métis, Inuit, and non-status). In addition, we also embrace the principles of GIPA - Greater Involvement of People Living with HIV/AIDS, and MEPA - Meaningful Engagement of People Living with HIV/AIDS. As the organization has evolved, we have adopted these additional values and principles:

- Be inclusive and responsive to the diverse and the diversity of needs of the Indigenous community including; women, children, youth, elders, traditional teachers and respectful of all people regardless of status, residency, religion, gender or sexual orientation
- Directly involve Indigenous people who are living with HIV/AIDS in all aspects of the agency
- Be non-judgmental and embrace the harm reduction philosophy
- Promote a holistic continuum of care that address, mind, body and spirit
- Protect and support those who are directly impacted by HIV/AIDS, and those who are particularly vulnerable including children, women, youth, prisoners and people who use substances
- Respect an individual's right to choose programming and services
- Respect an individual's privacy and confidentiality
- Affirm the value of Indigenous medicines and incorporate healing practices and teachings at the request of Indigenous people living with and affected by HIV/AIDS



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In addition to our guiding principles, Oahas has two primary goals:

1. To provide culturally respectful and sensitive programs and strategies to respond to the HIV/AIDS epidemic and other STBBIS experienced by Indigenous people living in Ontario, through promotion, prevention, treatment, and support initiatives consistent with harm reduction principles.
2. Working with our community partners (public health units, Indigenous service providers, AIDS service providers etc.) to provide educational workshops and training in the areas of HIV/AIDS, healthy sexuality, health promotion, harm reduction and reconciliation.

### Opportunity

Our ideal candidate will possess the following qualifications and experience:

- Be passionate about supporting and improving the lives and experience of Indigenous Peoples Living with HIV/AIDS (IPHAs).
- Support Oahas' dedication to harm reduction and related approaches
- Support centering GIPA and MEPA principles within an Indigenous context
- Possess a track record of community leadership and active participation
- Be independent of the Ministry of Health, and/or any organization with an identical mandate
- Have prior experience working within an Indigenous agency, First Nations reserve, Métis settlement, Inuit community initiative
- Must identify as First Nations, Inuit, Métis, or Non-Status First Nations person
- Possess skills and experience in any one or more of the following areas:
  - Policy review/development
  - Knowledge of Indigenous culture and community
  - Indigenous research methods and protocols
  - Financial planning
  - Prior Board experience
  - Human Resources expertise
  - Legal expertise

The board meets on a monthly basis, with an estimated 10-15 hours/month of board and committee related work. Each member is expected to commit to a three-year term. In addition to our meetings, each board member is asked to serve on at least one committee, which may include, but is not limited to the following:

- Finance
- Executive
- Governance (i.e. Recruitment)
- Additional ad hoc committees that arise based on need



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Through this experience you can expect to gain the following skills and experiences:

- Contributing to the achievement of the organization's mission
- Working collaboratively with like-minded volunteers towards a common community vision
- Building relationships with HIV sector leaders across the province
- Gain considerable knowledge related to prevention, testing and treatment of HIV
- Gain experience chairing meetings and taking meeting minutes
- Increased knowledge related to financial literacy and funding management

## **Chair/President Duties:**

- Serves as the liaison between the Board and the Executive Director
- Provides leadership to the Board of Directors, who sets policy and to whom the Executive Director is accountable
- Chairs meetings of the Board after developing the agenda with the Executive Director and Executive Committee
- Encourages and supports Board's role in strategic planning
- Appoints the chairpersons of committees, in consultation with other Board members
- Discusses issues confronting the organization with the Executive Director during scheduled monthly supervision
- Helps guide and mediate Board actions with respect to organizational priorities and governance concerns
- Reviews with the Executive Director any issues of concern to the Board
- Monitors financial planning and financial reports in conjunction with Board Treasurer
- Formally evaluates the performance of the Executive Director and informally evaluates the effectiveness of the Board members
- Evaluates the performance of the organization in achieving its mission and strategic plan
- Performs other responsibilities assigned by the Board



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### Board of Director Duties:

- Regularly attends board meetings and important related meetings
- Makes serious commitment to participate actively in committee work
- Volunteers for and willingly accepts assignments and completes them thoroughly and on time
- Stays informed about committee matters, prepares themselves well for meetings, and reviews and comments on minutes and reports
- Gets to know other committee members and builds a collegial working relationship that contributes to consensus
- Is an active participant in the committee's annual evaluation and planning efforts
- Participates in fundraising for the organization

### According to Oahas by-laws individuals must be Indigenous in order to hold a seat on the Oahas Board of Directors.

Applications are welcomed from everyone within the Indigenous community, and Indigenous individuals who identify as living with HIV (IPHAs), two-spirit, gender fluid/gender non-binary persons, persons with disabilities – both visible and non-visible, are strongly encouraged to apply.

Submissions will be accepted on an ongoing basis until all board positions are full. Those candidates who possess the required skills and/or lived and living experience will be contacted for an interview.

If you have questions, or to apply, please submit your expression of interest and current resume to **both**:

**Don Turner**  
Board Vice President  
[Donald.Turner@oahas.org](mailto:Donald.Turner@oahas.org)

**AND**

**Meghan Young**  
Executive Director  
[Meghan@oahas.org](mailto:Meghan@oahas.org)