



Oahas

Ontario Aboriginal HIV/AIDS Strategy

London

Toronto

Sudbury

Thunder Bay

Sault Ste. Marie

Position: **Women's Community Development Coordinator (WHAI)**

Location: Thunder Bay

Reports to: Team Lead

Salary Range: \$50,000 - \$55,000

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 by: supporting work to address and end HIV stigma, through HIV and other STBBI prevention and education activities and harm reduction services, as well as supporting people to access HIV and HCV testing, treatment, and providing referrals to support services.

The Women's Community Development Coordinator works with local community stakeholders; including agencies, groups and networks that serve cis and trans women living with HIV and facing systemic risk for HIV acquisition. This role is based on a community development framework; focusing on working with stakeholders to facilitate community change through engagement, capacity building, and collective work. This role also works to develop and foster networks and partnerships that collaborate to meet the unique needs of women in Northwestern Ontario and to improve the quality of life for women living with and at increased risk for HIV.

Key Responsibilities

Community Development

- Establishes, facilitates, and maintains collaborative partnership opportunities with local community organizations, groups, and networks that serve cis and trans women living with and at increased risk of HIV.
- Works with community partners to effectively engage in prevention and support to cis and trans women living with and at increased risk for HIV.
- Participates in local community planning initiatives related to women's issues and promote integration of HIV and AIDS into programs, services, and policies/procedures.
- Participates in provincial Women and HIV/AIDS Initiative (WHAI) network meetings, trainings, committees and forums.
- Provides HIV and AIDS-related referrals to local community organizations and strengthens the relationship between the local HIV sector and other women-serving sectors.
- Establishes and maintains community development opportunities with community organizations working with women who use substances, and supports women connecting with harm reduction supplies and resources.

Community Outreach and Training

- Engages diverse groups of women living with and at risk for HIV to assess needs and service access barriers to inform community development work.

- Develops, evaluates, and modifies adult education models, frameworks, and workshops to ensure the goals of the program are achieved and the needs of those requesting training are met.
- Accesses up to date local research and culturally grounded resources to inform the content of trainings and workshops.
- Delivers educational training and workshop modules to local agencies and groups that serve women, with the aim of increasing their capacity to integrate HIV and AIDS prevention services and reduce HIV stigma.
- Develops presentations on a broad range of HIV related issues impacting women, including safer sex, safer drug use, harm reduction, and HIV prevention strategies for those living with HIV (e.g., poz prevention).
- Identifies and/or supports the development of policies and procedures to advance HIV and AIDS services for women and promotes these within organizations that serve women.

Resource Development & Distribution

- Contributes to the development of women-specific resources in collaboration with the Provincial Initiative (WHA1).
- Maintains and distributes current resource materials and other HIV and risk reduction tools (e.g., insertive condoms) to community partners, as available and required.
- Works collaboratively with Oahas team to integrate Indigenous cis and trans women's perspectives in PrEP messaging and resources for Indigenous community
- Contributes to joint projects with community partners to enhance the response to women's HIV prevention and support needs.

Research & Program Evaluation

- Provides accurate data to allow complete reports required by the project funder (AIDS Bureau, Ministry of Health & Long-Term Care).
- Supports local and provincial research in areas related to women and HIV.
- Participates in monitoring and program evaluation activities to ensure optimal quality of service delivery to local communities.
- Identifies gaps and challenges in the response to women's HIV prevention and support needs and suggest strategies to address them.

Administrative and General Duties

- Participate on teams and external committees to communicate information, resolve problems and achieve the goals of the organization.
- Ongoing program reporting, data collection, file maintenance and records management.
- Ongoing compliance with Oahas policies and procedures is a requirement for this job.
- May be required to assist with projects and other agency initiatives.

Qualifications

- Minimum of three (3) years' work experience in health promotion or community development; post-secondary degree or diploma in a relevant discipline.
- Demonstrated knowledge and experience in developing and delivering adult education and

training.

- Thorough understanding of HIV, AIDS, safer sex, and harm reduction principles and practices.
- Direct in-depth experience in speaking about cis and trans women's health, gender equity issues, and strength-based approaches.
- Experience working with women and harm reduction is an asset.
- 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. 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.