



Position: Indigenous Engagement Coordinator (Part-time/0.5 FTE)

The challenge

Calgary is a city of opportunity, but with one in ten Calgarians living below the poverty line, not everyone is able to access this opportunity equally. In particular, urban Indigenous people in Calgary experience higher than average rates of poverty and unemployment. This poverty, fuelled by historical injustices as well as prevailing prejudicial attitudes towards Indigenous people, has a negative impact on health outcomes, graduation rates and quality of life.

The opportunity

Calgary has a city-wide poverty strategy that specifically names Indigenous prosperity as a key goal. More and more non-Indigenous Canadians are paying attention to reconciliation and learning about the history of residential schools. The Indigenous community in Calgary is young and on the rise and poised to break out of the inter-generational impacts of poverty. The timing is right to make a measurable difference in partnering with Indigenous communities as they move towards prosperity.

Our Story

Momentum began 25 years ago to provide economic opportunities for people living in poverty in Calgary. The very first program launched was a trades training program for Immigrants and Indigenous persons. Today, we offer 20 programs in the areas of small business start-up, financial literacy, and skills training.

More recently, we realized that while we have had success partnering with many diverse communities in Calgary, we haven't seen high enrolment in programs from Indigenous participants. In 2016, Momentum worked with two consultants to create an Indigenous Engagement Strategy. This strategy maps out the steps Momentum can take to explore how we might become a closer partner with Indigenous communities in Calgary.

The Role - What You Will Do

You, as the Indigenous Engagement (IE) Coordinator will make Momentum's Indigenous Engagement strategy come to life. You will coordinate Momentum's Indigenous Engagement Working Group, a mix of employees and outside advisors who are passionate about Momentum building closer ties with the Indigenous community. With the working group's support, you will catalyse the four key pillars recommended by the strategy:

- **Staff and Board learning** – to increase cultural knowledge, awareness and competency of Momentum staff and board through educational and experiential learning
- **Welcoming environment** – to develop a learning environment that the Indigenous population can relate to and feel welcome within.
- **Partnerships** – to be a strong partner who can offer highly skilled support and researched tools to other organizations that ultimately will lead to the decrease in impacts on poverty for the Indigenous population.
- **External opportunities** – be an ally in the healing and reconciliation journey occurring in Calgary and Canada.

What success will look like

Momentum staff and board have deeper empathy and understanding related to Indigenous culture, history and people.

When an Indigenous participant takes a program at Momentum, they feel welcomed and safe. They tell their community that Momentum is a great place to build skills and create economic opportunity.

Indigenous organizations across the city are aware of Momentum's work and feel confident referring their participants to us when appropriate.

Momentum has a response to the TRC Calls to Action, and an inspirational role to play towards reconciliation.

The candidate's story

You are passionate about seeing Indigenous people of all backgrounds move out of poverty and into prosperity.

You have a deep understanding of Indigenous culture, history and protocol and feel comfortable building relationships with Indigenous people of different backgrounds. Understanding of, and experience within the Calgary-specific context is an asset.

You build long-lasting relationships through empathy and thoughtful listening. You are gracious as you interact with people from different backgrounds and cultures.

You are a knowledgeable interpreter between Indigenous and non-Indigenous ways of knowing/doing.

You are skilled at facilitating meetings with diverse participants.

You are a strategic thinker (you ask: are we going in the right direction to begin with?) as well as a committed "doer" (you say: okay, let's get to work!).

You are skilled at communicating, orally and through your writing.

You are honest, open, and eager to learn.

We are committed to achieving a diverse workforce that is reflective of the participants we work with, and we strongly encourage applications from Indigenous people for this role.

Specifics of the Role:

Implementation of Momentum's Indigenous Engagement Strategy

- Coordinate learning opportunities for staff and board that increase understanding of Indigenous cultures, history, protocols and traditions.
- Support Momentum to create a welcoming environment for Indigenous learners, through physical space, and curriculum/program delivery.
- Develop strategic partnerships within the Indigenous community in Calgary.
- Work with Indigenous Engagement group and board members to articulate Momentum's role in reconciliation based on recommendations from the Truth and Reconciliation Commission.
- Coordinate the Indigenous Engagement Working Group as they advance the areas of work listed above.

Monitoring, evaluation and reporting

- Monitor work plan progress with regards to achievement of outputs and outcomes, and make appropriate adjustments (Momentum)
- Prepare required reports for program funders and to meet internal requirements (Momentum)

Organization involvement and meetings

- Participate in monthly (Momentum) staff meetings and engage in formal/informal activities in order to build strong relationships across the organization.
- Engage in committee work where appropriate and beneficial.
- Make intentional efforts to liaise with VCC Indigenous Engagement team to ensure Momentum efforts are in line with city-wide efforts.

To apply:

Please forward resume with covering letter:

Via e-mail to: job@momentum.org.

State competition number in subject line of email.

Attention: Hiring Committee

Competition Number: MOM1001

Closing Date: Sunday, November 19, 2017 or until suitable candidate is found

Applicants must state salary expectations in their cover letter.