



NON-CONTRACT ROLE DESCRIPTION

ROLE TITLE:	Indigenous Wellness Liaison	ROLE DESCRIPTION NO.:	4538
DEPARTMENT:	Aboriginal Health	HEABC REFERENCE NO.:	18721355
REPORTING TO:	Manager, Aboriginal Health	HSCIS CODE:	03099
CLASSIFICATION:	NCEC/Range 6	JOB CODE:	91196

ROLE SUMMARY

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health) patient and staff safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Under the direction of the Regional Manager, Aboriginal Health, the Wellness Liaison supports Indigenous patients, family and community by recognizing the impacts of colonization and advocating for health provider relationships that are trauma informed, patient and family centred, promoting culturally safe engagements. Working with the Cultural Safety Program, the Wellness Liaison works to coordinate cultural safety training in alignment with the Island Health's Cultural Safety Program. Additionally, the Wellness Liaison engages with the Division of Family Practice, Island Health and First Nations Health Authority (FNHA) to identify and coordinate opportunities to increase the understanding of wellness, informed by Indigenous perspectives. The Wellness Liaison also supports Primary Care Network stakeholders to engage in learning about Indigenous-specific racism and implement practices and processes that are experienced as culturally safe by First Nations, Inuit and Métis peoples.

DUTIES AND RESPONSIBILITIES:

1. Coordinates and/or navigates opportunities for service providers within the Primary Care Network, to support their journey in understanding cultural safety and humility, Indigenous-specific racism and applying their learnings to care and environment of care (e.g. creating welcoming and safe spaces).
2. Engages with Indigenous community members and service providers to reflect on local needs and is adaptive and responsive in practice.
3. Supports the Outreach Wellness Worker to nurture, guide and support understanding between clients, families and care providers to establish effective attachment to Indigenous peoples and to address challenges Indigenous peoples experience when accessing primary care services.
4. Liaise with the Primary Care Network Manager, the Change Leader and the Island Health Cultural Safety Program to ensure cultural safety is embedded throughout the Primary Care Network.
5. Collaborates with PCN leadership to support the continuation of the Indigenous Health Working Group, consisting of members of the Indigenous community, including K'omoks First Nation, urban Indigenous, Inuit and Métis Peoples, ensuring that recommendations are captured and elevated.
6. Engages with Indigenous communities to support community members with increasing awareness and understanding of primary care access and delivery.
7. Supporting identification of strengths and challenges from Indigenous perspectives and facilitating initiatives that address barriers and challenges to access to primary care for Indigenous clients.

8. Informs and influences policy and development efforts of PCN members to embed cultural safety within existing practice, processes and policies within the Primacy Care Network's clinics, through collaboration with the Cultural Safety team and Aboriginal Health Manager.
9. Collaborate and support the multidisciplinary teams within the Primary Care Network's clinics, through participating in team meetings and partnership sessions.
10. Attend and participate in Aboriginal Health and Cultural Safety team meetings.
11. Collaborate with PCN Leadership and Indigenous communities and agencies to support defining Nation-based or Indigenous approaches to care and coordinate capacity building as requested (e.g. Lateral Kindness, Accessing Healthcare), improving access to care.
12. Participates in on-going learnings and initiatives that support critical self-reflection and a deepened analysis of Indigenous specific racism as outlined in the Journey of Learning for cultural safety and humility, demonstrated through practice.
13. Performs other related duties as required.

QUALIFICATIONS:

Education, Training And Experience

A level of education, training and experience equivalent to a Bachelor's degree in a related discipline. Three (3) years' recent related experience working for Indigenous organization/programs that includes interacting and developing relationships with Indigenous people and Indigenous communities is required. In depth understanding and knowledge of Aboriginal culture, specifically the diverse aboriginal cultures within the Comox Valley area.

- Demonstrated deep understanding of Canadian and Indigenous history, an understanding of the roots of harm (colonization and racism) and the ongoing harm related to historic and current colonial policies. Understanding of the TRC Calls to Action related to health and the United Nations Declaration on Rights of Indigenous Peoples (UNDRIP).
- Demonstrated lived and work experience with understanding and knowledge of Indigenous Health and Wellness, including but not limited to: knowledge of local Indigenous peoples, including differences in respect to access to health services, health benefits and advocacy.
- Demonstrated understanding and knowledge of health and wellness services available, to inform and bring awareness of services and supports to local Indigenous communities including, K'omoks First Nation, urban Indigenous, Inuit and Métis Peoples.
- Understanding of the significance of incorporating traditional Indigenous perspectives and practices within healthcare and the associated complexities.
- Demonstrated knowledge of Indigenous communities and the territories in which they will be serving. Demonstrated awareness and understanding of lateral violence and tensions, rooted in colonization that affect the wellness of Indigenous communities

Skills And Abilities

14. Ability to facilitate courageous conversations while supporting the creation of respectful relationships.
15. Ability for self-reflection and personal development and demonstrated humility.
16. Ability to build and maintain relationships through Indigenous ways of communication and coming together.

Prepared By:	M. McClain (C. Powell - New JD)
Date Prepared:	March 2020
Date Revised:	