



POSITION DESCRIPTION

Role: Lead, Indigenous Cultural Safety and Humility

Position Category: Employee [Full-Time or Part-Time]

Work Arrangement: Flexible

Team: Strategy, Governance and Social Accountability

Territorial Acknowledgement

The offices of the College of Health and Care Professionals of British Columbia (CHCPBC) are located on the ancestral and unceded territories of the Coast Salish Peoples — specifically, the x^wməθk^wəyəm (Musqueam), Skwxwú7mesh (Squamish) and səliłwətał (Tsleil-Waututh) Nations — the lək^wəŋən (Lekwungen) Peoples — represented today by the Songhees and x^wsepsəm (Esquimalt) Nations — and the WSÁNEĆ (Saanich) Peoples — including the BOKKÉĆEN (Pauquachin), STÁ,UTW (Tsawout), WOLÉLP (Tsartlip), and VŚÍKEM (Tseycum) Nations.

Position Summary

The Lead, Indigenous Cultural Safety and Humility, brings valuable lived experience and deep knowledge as an Indigenous person to the Strategy, Governance, and Social Accountability (SGSA) team. This role will foster a collaborative and inclusive environment within the team, while also enriching the broader CHCPBC Leadership team, staff, Board, and committee members. We invite candidates with a strong commitment to Indigenous cultural safety and humility to apply. The role will ensure that Indigenous voices and perspectives are meaningfully integrated into regulatory and operational processes and into all levels of decision-making and governance.

Internal and External Relationships

The Lead, Indigenous Cultural Safety and Humility works closely with the Executive Director, Strategy, Governance, and Social Accountability (SGSA) and partners with other members of the SGSA team and the CHCPBC Leadership team. The direct supervisor and primary point of accountability for this role is the Executive Director, SGSA.

The Lead builds and maintains relationships with those in similar roles in other health regulatory colleges in British Columbia (and elsewhere) and collaborates on initiatives to decolonize health regulations that are common across all regulators.

The Lead will be expected to build on existing, and establish new, equitable partnerships with health system co-creators including Indigenous communities, organizations and governing bodies. This role will focus on fostering relationships rooted in justice, mutual respect, and accountability to ensure that CHCPBC provides inclusive, culturally safe, and



accessible support to those who engage with us, while actively working to dismantle systemic barriers and inequities.

About Us

The CHCPBC is new (Day One was June 28, 2024) and our teams are still getting to know each other. Our work evolves from day to day as we seek to define ourselves, our values and our approach to regulation. Seven legacy regulatory colleges amalgamated to form CHCPBC and all had made commitments to action towards decolonization and reconciliation prior to amalgamation. CHCPBC intends to honour those commitments and apply Jody Wilson-Raybould's three Core Practices for True Reconciliation (Learn, Understand, Act) as we take steps forward. This role of Lead, Indigenous Cultural Safety and Humility is new to us and we will invite the successful candidate to help us define it more clearly over time, mutually ensuring that Indigenous voices and perspectives shape and guide this role.

CHCPBC recognizes that the journey of reconciliation is ongoing, and while we may not always get things right, we are committed to being a learning organization. We are dedicated to engaging in both uplifting and challenging conversations around impacts of colonialism, racism, biases, and acknowledging our own role in perpetuating harm within the healthcare system towards Indigenous Peoples, ensuring that Indigenous voices and perspectives are meaningfully integrated into all levels of decision-making and governance.

Our staff, Board members and committee members are at different places in their learning and unlearning journeys; the legacy colleges had taken different steps towards reconciliation prior to amalgamation. We are focusing this year on building knowledge and capacity within the organization with respect to Indigenous-specific anti-racism to foster cultural humility and create a culturally safe organization. As we approach the in-force date of the *Health Professions and Occupations Act*, anticipated in 2025, we have the opportunity to develop governance and regulatory documents that align with the legislation and move us significantly forward towards decolonization of health regulatory systems.

The members of the SGSA team understand that the unlearning journey is ours to travel and we seek to do so with humility and openness. We have learned that in our attempts to take action, we will make mistakes and we commit to being accountable for those mistakes. We model humility and accountability so that other staff members are encouraged to take steps forward despite the fear of making mistakes. We are learning individually and together, and we prioritize creating a supportive and safe environment where Indigenous professionals can contribute without fear of harm or invalidation. We value connection and relationship, with a commitment to active listening and ensuring Indigenous Peoples are respected and heard.

Achieving work-life balance is important to us, and we recognize that this role requires not only a professional commitment but also the space and support for self-care and healing. We acknowledge that many Indigenous Peoples continuously navigate the effects of racial trauma, historical injustice, and ongoing colonial impacts, and we are committed



to creating a supportive environment for healing and resilience. We are dedicated to fostering a positive, dynamic, and holistic work environment where wellness, safety, innovation, teamwork, and creativity are highly valued. We understand that personal wellness is foundational to doing meaningful work and strive to provide the resources and flexibility necessary to support the wellbeing of all employees, particularly those in roles that centre on the care and support of others.

The members of the SGSA team work collaboratively and manage our days independently with support from the Executive Director, SGSA. The team holds weekly meetings to touch base virtually and collaborates daily using Microsoft Teams. Most of the SGSA team works from home primarily but each of us comes to one of the offices occasionally (weekly to monthly, depending on the team member). We actively seek to foster a team culture where perspectives are valued and included, ensuring that we build a culturally responsive space for team members.

About You

You are someone who can offer an Indigenous lens on CHCPBC regulatory and governance processes. You want to co-create with the SGSA team as we build a culturally safe and inclusive organizational culture and as we strive to honour our commitments to integrate cultural safety and humility into our practices as a health profession regulator. You have experience identifying and facilitating action against Indigenous-specific racism within organizational culture and organizational documents (bylaws, policies, guidelines, manuals) and within governance structures.

You are able to challenge and inspire colleagues and partners to work towards meaningful system change. You have an understanding of how anti-racism strategies and cultural humility can be integrated throughout an organization's operations, and you are able to communicate about these to audiences within and outside the organization.

As an Indigenous person within a colonial system, you possess effective self-care strategies to manage/prevent vicarious trauma, burnout and/or compassion fatigue and you understand that your team, other colleagues and the organization will actively support you in this journey. You are willing to be patient with us as we are on an unlearning journey and will sometimes make mistakes and inadvertently cause harm.

You know and understand legislation and reports relevant to regulatory work, including but not limited to the *United Nations Declaration on the Rights of Indigenous Peoples*, (UNDRIP), the *Declaration on the Rights of Indigenous Peoples Act* (DRIPA), the *In Plain Sight Report*, *Remembering Keegan*, and the *Health Professions and Occupations Act* (HPOA). You know and understand current and historical Indigenous issues, Indigenous cultures and practices, Canadian colonial impacts on Indigenous people in social and health contexts supported by knowledge of Indigenous worldviews/ways of knowing and being, white supremacy, white fragility, the distinctions-based approach and First Nations title rights.

You have excellent interpersonal skills coupled with conflict management and mediation/resolution skills that include facilitation and integration of Indigenous resolution practices



and seeking support from Indigenous Elders, Knowledge Keepers and communities with a deep respect for Indigenous sovereignty.

You have strong written and verbal communication skills. You value clarity, integrity, cultural respect and reciprocity. Your knowledge, skills and experience will complement those of the SGSA team as together we co-create action plans, measure impact, describe results, and influence transformative organizational and systems change, ensuring Indigenous perspectives and voices are centred.

Expectations of the Role

1. Collaborate with the SGSA team to build trust, capacity, and shared responsibility to achieve the organization's mandate and goals, ensuring that Indigenous knowledge and perspectives are integral in all efforts.
2. Contribute to maintaining an organizational and team culture that promotes Indigenous cultural safety, equity, justice, diversity, inclusion, mutual respect, teamwork, and high-quality service delivery, with an emphasis on honouring Indigenous voices, rights and sovereignty.
3. Contribute to preparing CHCPBC for regulatory change by ensuring that Indigenous communities' voices are actively involved in shaping and guiding these changes while fostering culturally responsive approaches in all regulatory practices.

Competencies

1. Deep knowledge and lived experience with the *Declaration on the Rights of Indigenous Peoples Act* (2019) and Action Plan (2022-2027), including the ability to apply a distinctions-based approach to the needs of Indigenous Peoples and communities and to guide and mentor others in understanding and integrating these diverse perspectives and approaches.
2. Comprehensive understanding of the *Truth & Reconciliation Commission's 94 Calls to Action* (2015), the *In Plain Sight Report's 24 recommendations for healthcare in BC* (2020), and the 231 Calls for Justice in *Reclaiming Power and Place: National Inquiry into Missing and Murdered Indigenous Women & Girls Final Report* (2019). You possess a strong understanding of how these critical issues intersect across the healthcare system and directly affect Indigenous communities and are able to use this understanding to influence change within the organization.
3. Ongoing commitment to advancing knowledge and practices related to Indigenous cultural safety and humility, with the ability to lead efforts to decolonize health and regulatory practices within the organization. You bring the expertise to ensure that CHCPBC's work actively contributes to reconciliation, healing, and meaningful change for Indigenous Peoples.

Salary & Benefits

1. The full-time compensation for this position is \$91,360 - \$114,200 annually based on a 37.5-hour work week. Compensation for part-time roles will be prorated accordingly.



2. The starting salary offered will be based on factors such as lived experience and demonstrated work experience relative to the role, and knowledge or experience in supporting Indigenous communities, either rural or urban.
3. The College provides equitable compensation; an attractive paid-time off package that gives annual vacation, personal days, and a pension benefit.
4. We have a flexible, inclusive, supportive and learning work environment that includes a hybrid work model, two office locations and a flexible schedule.
5. We offer opportunities for personal and professional growth, including cultural and ceremonial learning. We encourage employees to prioritize personal wellness as a core aspect of their professional journey.

The College deeply values and celebrates diversity, understanding that it is not just about representation, but about the active inclusion, empowerment, and support of individuals with a wide range of skills, backgrounds, identities, and lived experiences. We acknowledge that diversity is essential to our success and resilience, and we strive to build an environment where every individual is recognized, respected, and provided with the space to thrive. We honour and actively support employees who identify with a broad spectrum of communities, including but not limited to, those who self-identify as First Nations, Metis, Inuit/Inuk, Black, racialized persons, 2SLGBTQIA+, gender diverse, disabled, and neurodivergent individuals.

Our commitment goes beyond representation - we aim to create a culture of belonging, where diverse perspectives are not only heard but celebrated, and where people feel safe, valued, and supported. We are dedicated to fostering an open, welcoming and inclusive work environment where all employees can bring their full, authentic selves to their work. We recognize that true diversity requires the active dismantling of systemic barriers and the continuous support of equity deserving groups.

As a College, we aspire to employ, support, and empower staff who reflect the rich diversity of the communities we serve across British Columbia, ensuring that our team is representative and responsive to the varied needs and lived experiences of those who rely on our services.