

Hiring - Right Relations Director

It is time to rethink our systems and meaningfully address the root causes of inequity in the non-profit sector and our own organizing work

Affirmed by the Truth and Reconciliation Committee's Calls to Action, there is a responsibility on social justice organizations to lead transformative change in reconciliation. This lead must first listen, understand organizational truths, and build reciprocal relationships.

Our mandate is to build capacity in the progressive movement to address issues of oppression and colonization, and we cannot neglect to confront our own ways of perpetuating systems of harm. There is a need for us to do some deep relationship-building in a way that weaves equity and recognizes Indigenous sovereignty through all aspects of our work.

The Work

The Global Youth Education Network Society (genius) and IndigenEYEZ are seeking an Indigenous person (under 35) who is curious about transforming work spaces and complicit systems; especially those that are out of balance with the natural world, upholding harmful and extractive practices. **You will join a community network, learning about decolonized spaces, as we build potential best practices together.**

In this role, you will be asked to speak truth to power, to design new ideas, and affirm with Indigenous wisdoms. We recognize that our current internal systems and structures uphold some outdated practices. We hope to address this early in your role, reset safety and wellness in the practices within our organization. You will lead other progressive youth in the territory to challenge how we talk about colonization and equity in the non-profit sector; this will produce a community-driven report/guide to support change at genius and the sector.

About Us

The Global Youth Education Network Society (genius) was formed in 2004 in Vancouver. The mission of genius is to build capacity in the progressive social change sector, including, but not limited to, youth organizations. Our programs include Next UP and Organize BC.

The social and environmental challenges that we face are big and interconnected; there aren't simple answers to many of the issues that we work on. We believe that in order for us to actualize the kind of change that needs to happen, we need to understand many aspects of how change is made - both inside and outside of systems. We seek to find anti-racist and decolonial strategies that challenge the root causes of social, economic and environmental injustices; specifically, exploitive and unsustainable economic systems, colonization, white supremacy and privilege,

imperialism and cis-hetero-patriarchy. Although we recognize that we do not all share a vision on how best to do this, we seek to build solidarity among activists.

IndigenEYEZ is about transforming communities. Our mission is to inspire an intergenerational legacy of well-being among First Nations people in BC and beyond. We blend land-based learning with the arts and best practices in community-building, decolonial practices and walking in a good way with with ourselves, each other, and the land.

About You

We are seeking an Indigenous person to be the Right Relations Director. The role demands relationship building skills and a good knowledge of people and groups, facilitation, and project management. We value lived experiences and alternative forms of education. Working alongside the Executive Director of genius, the Right Relations Director will hold relational leadership, transparency, and lead equity at the core of their work. Noting that the need for equity and anti-racism will be worked on and held by all staff across the organization, this role will be part of a collaborative team.

Experiences:

- Connection to your First Nations, Métis, or Inuit culture, in the many forms that may take
- Excellent knowledge of economic, social and environmental justice, labour issues, anti-oppression issues and movements, and their interconnections
- Deep knowledge of, and willingness to work within, anti-racist and anti-oppression frameworks - and commitment to ongoing learning and reflection
- Ability to build meaningful relationships
- Experience in community development and facilitation, noting that facilitation and space can be held differently across people and culture and is a personal development rather than a check-box
- Grounded in your sense of self, this could include culture, self-identity, self-awareness, and an understanding of the complexities of community care
- An existing self-care practice or openness to coaching around self-care from IndigenEYEZ
- Demonstrated experience coordinating projects, campaigns, and events - these campaigns can take many forms and we recognize that many Indigenous people have to organize and campaign for survival
- Self-directed and able to see gaps and opportunities while working in a semi-structured work environment
- Strong verbal, and interpersonal communication skills. Writing is an asset as we will be creating a report
- Deep curiosity for transformative processes and the human spirit; how do we deepen relationships with one another?
- Knowledge of research practices and how systems work. How does change in those systems work?
- A love of critical questioning.

OTHER ASSETS:

- Knowledge of social media and/or web design including NationBuilder, Asana & Slack platforms
- Additional languages
- Writing skills
- A network of people and relations who can support you in this work.

Your Impact

It is critical that this role is co-designed by the individual who will fill it. The Right Relations Director will spend the first weeks of this role building capacity and designing their own work-plan - this could include: re-writing your job description, shifting priorities, questioning, building relationships, assessing community needs, and grounding your own identity in this work through professional and personal development. We invite the continued connecting with Indigenous people in your existing relationships, partnerships, community, and staff team.

The Right Relations Director will focus on 3 strategies:

DESIGN: We believe that before we can demand better of others, we must demand better of ourselves. This work might include re-designing our base curriculums, providing training, and examining our administrative systems, and /or other organizational systems that are rooted in processes that create barriers to true equity.

DIALOGUE: The Right Relations Director will spark local conversations that bring together youth in a series of workshops and dialogue series to name and tackle these systemic oppressions in a community-driven report.

PRAXIS: It will be important for this role to be one of both teaching and learning. The Right Relations Director will have access to Indigenous-centered coaching, elder support, and professional development. This is a critical element of the role and will have 1 day a week committed to learning.

Location

This role provides flexibility and mobility, with the potential to work remotely. Weekly partnership work with IndigenEYEZ will be in a variety of off-site locations in and around metro “Vancouver,” unceded territory of the Skwxwú7mesh Úxwumixw, Tsleil-Waututh (səlilwətaʔt), and xʷməθkʷəy̓əm.

Hours & Remuneration

This is a part-time employment position, ending May 15th, 2020. The position will be 22.5 hours/week; days worked based on candidate availability. Remuneration for this position is a rate of \$24/hour and includes full participation in our benefits plan.

How to Apply

Feel free to contact the Executive Director, Selena, for any questions or support in applying

Apply by email to admin@geniusgenerations.org, including:

1. Subject Line: Application – Right Relations Director
2. A cover letter, video, or piece that tells us about yourself, your interest in working with us, and answers the question: What do decolonization and the idea of Right Relations mean to you?
3. Your resume
4. Three (3) references: these do not have to be work references from past employers, and we will ask permission before we contact them.
5. Please label your attachments: **firstname_lastnameRRD.doc**

The deadline for applications is Monday, May 20st at 12pm PST

We value the unique experiences and insights from people from marginalized communities, and encourage applications from other intersections of Indigenous Identities including LGBTQIA2+ people, Trans/Two-Spirit/Gender Non-Conforming people, people of multiple races, low-income earners, the unemployed, and people with physical or cognitive disabilities. If you wish to identify as a member of one or more of these groups, please indicate this in your application.

We encourage you to learn more about our leadership team and organization on our websites: www.geniusgenerations.org, www.nextup.ca, and www.organizebc.ca. If you have questions that aren't answered by visiting our website, then send your questions by email to admin@geniusgenerations.org. Our team is happy to offer any help you might need in the application process. Selena (ED of genius) can be reached at selena@geniusgenerations.org for support!

This project is part of the Vancouver Foundation's **LEVEL – Youth Granting**: to promote youth (under 35) leadership within the non-profit and charitable sector by creating pathways for staff and governance leadership for Indigenous and racialized immigrant/refugee young adults.