

Director, Indigenous Relations, Diversity and Inclusion

The Downtown Winnipeg BIZ promotes, cares and advocates for a vibrant and inclusive downtown where business thrives and people are drawn to work, live, shop and explore. We host events, promote downtown, keep the neighbourhood clean and attractive and are a voice for the downtown community. Our downtown is on Treaty No. 1 territory and the National Homeland of the Red River Métis.

POSITION SUMMARY

This brand-new position is part of our senior management team and is key in supporting the Downtown Winnipeg BIZ's commitment to Winnipeg's Indigenous Accord, the Truth and Reconciliation Commission Calls to Action and our core value of inclusion.

We are looking for a leader who will foster diversity, equity and inclusion efforts at the Downtown Winnipeg BIZ and lead the implementation of the organization's Indigenous Relations Strategy. This work includes a strong focus on building bridges of trust and understanding and mutually beneficial relationships between Indigenous and non-Indigenous communities, staff, BIZ members and the board.

If you are a thoughtful and strategic thinker with the ability to understand different perspectives and needs, have a drive to deliver real results, are passionate about downtown and demonstrate our values of Respect, Collaboration, Inclusion, Innovation and Excellence you could be our ideal candidate.

The Downtown Winnipeg BIZ recognizes that building awareness around diversity, equity and inclusion and the path to reconciliation is an ongoing journey and a shared responsibility for all.

KEY RESPONSIBILITIES

- Implement a comprehensive Indigenous Relations Strategy that is aligned and interconnected to the Downtown Winnipeg BIZ's strategic and operational plans including monitoring, evaluation, and reporting.
- Lead the development and implementation of strategies that reflect diversity, equity, inclusion and reconciliation, including foundational changes to policy, process and procedure. This work will acknowledge unique circumstances and identify the steps needed to eliminate systemic barriers.
- Identify and implement actions that support the organization's response to the Truth and Reconciliation Calls to Action and the organization's commitment to Winnipeg's Indigenous Accord. This will include working with Elders and Knowledge Keepers and may include the implementation of an Indigenous Advisory Counsel.
- Foster strong and mutually beneficial relationships with First Nations, Métis, Inuit and other diverse communities downtown and partner organizations to meaningfully deliver on our strategy and collaboratively work on Indigenous, anti-racism and equity issues.

- Provide leadership and advice to the organization around practices and training opportunities that supports the ongoing work of creating a more inclusive workplace culture and diverse workforce at all levels in the organization.
- Provide strategic leadership support to the Downtown Winnipeg BIZ's employee Diversity, Equity and Inclusion committee, building on the work and recommendations of committee members.
- Act as a trusted and knowledgeable advisor and resource to inform and contribute to organizational decisions as a member of the senior management team.

QUALIFICATIONS (Essential):

- Post-secondary degree in a relevant area of study or equivalent combination of education and related professional and community experience.
- Minimum 3 years' experience effectively leading Indigenous relations strategies and anti-oppression, diversity, equity, accessibility, and inclusion initiatives.
- Personal or community experience with regards to the intersection of systemic oppressions and the elimination of identity-based barriers and inequities.
- Experience defining, implementing, and reporting on accountability-focused metrics related to equitable recruitment, hiring, promotion and retention.
- Experience organizing, moderating and facilitating strategic discussions, training, and collaborative opportunities across cultures, disciplines, and belief systems.
- Excellent verbal and written communications skills to be used externally and internally.
- Demonstrated project management skills, and ability to manage numerous projects and deadlines.
- Demonstrated understanding of reconciliation and the Truth and Reconciliation Calls to Action and familiarity with process, protocols and regulations pertaining to current Indigenous issues.
- Advanced understanding of and/or training in Indigenous histories and contemporary Indigenous ways of knowing.
- A deep understanding of the systemic realities faced by marginalized and underrepresented groups and the Canadian colonial impacts faced by First Nations, Métis and Inuit Peoples.
- Demonstrated ability to enact meaningful and measurable change.
- Ability to speak an Indigenous language. (desirable asset)

CONDITION OF EMPLOYMENT:

- Must be legally entitled to work in Canada

WORK ENVIRONMENT & CULTURE

The Downtown Winnipeg BIZ embodies a culture of collaboration and customer service. We have a diverse team that is encouraged to provide input and participate on committees to inform workplace values and influence the culture and environment. Working in the heart of downtown, we take time to enjoy the amenities and community around us; through participation in our own programs, staff celebrations, and the endless number of events located downtown. We offer employer paid benefits, numerous professional development opportunities, a 35-hour work week, subsidized transit passes, “Furry Fridays” (bring your pet to work days) and early access to information about fun things happening in the heart of the city. Our organization’s success is powered by our passionate team. Downtown is moving forward – be a part of the team at the centre of the action!

The Downtown Winnipeg BIZ is committed to equity, diversity and accessibility in the workplace. We continue to strive to have a team that reflects our downtown where diverse abilities, backgrounds, cultures, identities,

languages, and perspectives are valued and drive a high standard of service and innovation. We encourage candidates to speak to this in their application.

QUALIFIED CANDIDATES should submit their cover letter and resume with salary expectations to careers@downtownwinnipegbiz.com. Please include position title in the subject line. Please be advised only those selected for an interview will be contacted. **This posting will remain open until position is filled.**

Applicants should identify if they require accommodation during the competition process on a confidential basis. This posting is available in alternate formats upon request.