

NACM Job Description

Job title	Stakeholder Engagement - Consultancy
Reports to	Director, National Aboriginal Council of Midwives
Created on	July 8, 2021

Background

The National Aboriginal Council of Midwives' (NACM) mission is to promote excellence in reproductive health care for First Nations, Inuit, and Métis communities. NACM advocates for the restoration of midwifery education, the provision of midwifery services, and choice of birthplace for all Indigenous communities consistent with the U.N. Declaration on the Rights of Indigenous Peoples.

NACM aims to diversify pathways to Indigenous Midwifery Education (IME) by expanding opportunities for community-based Indigenous midwifery education programs. This work is taking place as part of a broader goal to increase the Indigenous midwifery workforce and provide sexual and reproductive health care as close to home as possible. Simultaneously, NACM is working with the Federal government to address anti-Indigenous racism in the health care system, with a focus on Indigenous primary health provider education and the need for Indigenous leadership and cultural safety within these institutions.

NACM is initiating a focused and strategic plan for stakeholder engagement around these two areas of focus within our work to support the growth and sustainability of the profession of Indigenous midwifery.

Job Purpose

The goals for stakeholder engagement on these initiatives include:

- To increase awareness of the need to diversify pathways to Indigenous midwifery education, namely through expanding community-based opportunities, as well as roots and current manifestations of anti-Indigenous racism in the health and education systems.
- To develop stronger relationships and greater connectivity among education partners, community organizations, health professional associations, and others, to bring education closer to home and meaningfully integrate Indigenous knowledges in midwifery education.
- To collaborate and work with education and stakeholder groups to gather and share information, develop resources, transform policy, and advance activities to proactively address anti-Indigenous racism in the health and education sectors.

NACM will hire a consultant to design, plan and facilitate engagement to foster dialogue, commitments, and actions relative to each stakeholder's sphere of knowledge and influence.

Duties and Responsibilities

- 1) Conduct a series of initial engagements with relevant project leads and subject matter experts about the goals and objectives of NACM projects: (1) Indigenous Midwifery Education and (2) Addressing anti-Indigenous racism.
- 2) With support from NACM, identify key stakeholders and map spheres of influence

- 3) Collect, synthesize, and present data gathered through focus-group discussions, surveys, and key informant interviews.
 - a. Conduct root cause analysis, prioritizing the voices of Indigenous midwifery students, former students (including those who left the program either temporarily or permanently) and graduates from the Midwifery Education programs
 - b. Document the barriers and challenges for Indigenous midwifery students within the university-based programs.
 - c. Articulate and support dialogue for shared stakeholder understanding of the challenges and barriers.

- 4) Design and propose approaches and methods for the development of focused and strategic stakeholder engagement to:
 - a. Grow awareness of these initiatives; Develop stronger relationships for the purposes of reconciliation and restoration of the profession
 - b. Identify and articulate upstream challenges to the growth and sustainability of the profession, support identification of recommendations with timeframes
 - c. Identify areas where collaboration and support are needed. Support engagement in ways that are culturally safe and prioritize Indigenous-leadership, knowledges, processes.
 - d. Propose approaches and methods to dialogue and actions to support the recognition, support, and collaboration on the diversification of pathways to Indigenous midwifery education and entry to practice for students through community-based programs
 - e. Develop tools such as an accountability framework that aligns with commitments (e.g., TRC, MMIWG, EDI commitments, anti-discrimination policies).

- 5) Generally, facilitate culturally safe dialogue and engagement
 - a. Open spaces for productive, anti-oppression and Indigenous-led dialogue to collaboratively identify and action solutions engagements to address upstream challenges of graduation, recognition, practice for Indigenous midwifery students within community-based education programs and strengthen collaborations needed to dismantle racism in the health education and health services systems. Process for sustained collaboration and engagement that recognize stakeholder spheres of knowledge, power, and influence.

- 6) Provide input and feedback on the integration of themes, findings, outcomes, commitments as relates to NACM's policy work – as this work is communicated in federal policy briefings, Federal committees which NACM sits on, as well as within the midwifery and primary care provider spaces - FPT negotiation tables, bilateral meetings for effective knowledge translation (KT) on policy, program, legislative and other areas related to Indigenous Midwifery (IM) and NACM.

- 7) Coordinate and support preparation of reports and KT tools, action items, on key issues impacting Indigenous midwifery, education, and practice.

Qualifications, Knowledge and Skill Requirements

- Minimum 5 years' experience working in facilitation, community engagement, data collection, analysis and results monitoring, communications, or related degree; graduate degree an asset.
- Working knowledge of Indigenous health, midwifery, midwifery education and related primary health education systems and policies.
- Strong problem-solving and communication skills – including strong listening skills, participatory practices, conflict resolution, etc.

- Research and writing skills, including writing briefing notes, reports, decks, research papers, issue-analysis reports).
- Strong demonstrated ability to work collaboratively with a variety of stakeholders, including Indigenous communities, regulatory bodies, government, academia, non-government organizations and students.
- Demonstrated experience developing presentations and facilitating virtually and in-person.
- Experience developing strategies and providing analysis on complex issues.
- High degree of resourcefulness, flexibility, and adaptability.
- Ability to operate independently and utilize strong decision-making skills.
- Highly organized, attention to detail and excellent follow-through required.
- Computer literacy, including effective working skills of MS Word, Excel and Outlook required.

Working Conditions

- Consultancy contract between September 2021, ending December 30, 2021.
- Work will take place remotely.

How to Apply

Please follow these instructions:

NACM is an Indigenous led and governed organization. Indigenous candidates are strongly encouraged to apply. Non-Indigenous candidates must have a commitment to working within an anti-oppressive, Indigenous framework.

- Send your CV and a cover letter in one PDF document and ensure that your first and last names and the text "StakeholderEngagement" are included in the file name.
- Send your PDF by email with the subject "NACM Stakeholder Engagement" to atassignon@canadianmidwives.org
- Deadline for applications is **5p.m. Eastern Time on July 31, 2021**

We thank all applicants for their interest, however, only applicants selected for an interview will be contacted. Resumes received will be held confidential, shared with the selection committee only, and be used only for the purposes of selection for this position.