



NON-CONTRACT ROLE DESCRIPTION

JD4556

ROLE TITLE:	Indigenous Wellness Advocate	ROLE DESCRIPTION NO.:	4556
DEPARTMENT:	Aboriginal Health	HEABC REFERENCE NO.:	18721361
REPORTING TO:	Manager, Aboriginal Health	HSCIS CODE:	03099
CLASSIFICATION:	NCEC/Range 4	JOB CODE:	91197

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 Manager, Aboriginal Health, the Indigenous Wellness Advocate 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 centered and promote culturally safe engagements. Through an Indigenous lens, the Indigenous Wellness Advocate shall support individuals in building relationships and strengthened engagement with Primary Care Providers (PCP). Working within a team-based care environment, will provide advisement and facilitate continuity of care between Indigenous-specific services and those provided by the PCN. The Indigenous Wellness Advocate provides a bridge between Indigenous clients and the Comox Valley PCN members, with the intent to improve access to services and support the inclusion of Indigenous health perspectives and practices to support improved health outcomes for First Nations, Inuit and Métis peoples.

Travel may be a requirement of this position. Transportation arrangements must meet the operational requirements of Island Health in accordance with the service assignment and may require the use of a personal vehicle.

DUTIES AND RESPONSIBILITIES:

1. Works with Indigenous clients to elicit and clarify patient and family centred goals and expectations in order to advocate for the patient within the PCN.
2. Supports patients and empowers them in building relationships with their PCP, through attending appointments with them and assisting with navigation, when necessary.
3. Assists patients accessing the Primary Care Network with health advocacy, awareness, interpretation, knowledge and understandings to support improved health outcomes and when required, serves as a connection between client and provider to assist in knowledge transfer and translation.
4. Advises on and facilitates continuity of care between Indigenous-specific health services and services provided within the PCN.
5. Working alongside clients, families and community healthcare teams, advocates for clients' needs, while creating awareness of gaps or challenges arising with the individual's care plan for the PCN providers.
6. Works in partnership with the Wellness Liaison and other Cultural Safety Champions to promote and advocate for a culturally safe journey within the Primary Care Network.
7. Assists clients in understanding services available with Indigenous perspectives on health and wellness; and supports access to services that address the physical, spiritual, emotional and mental aspects of an individual.

8. Promotes and supports opportunities for patients, as well as, PCN members to incorporate traditional health practices and knowledge, including traditional medicines, within care plans and advocates for increased understanding of the significance of incorporating Indigenous perspectives in health.
9. Engages, fosters and sustains relationships with health and wellness community providers, with the intent to enhance culturally safe, supportive services and experiences for the Indigenous client, family and community.
10. Gathers and provides relevant information on clients, supporting the timely transfer of information and knowledge between the client and the Primary Care provider.
11. Assists and supports orientation for new PCN providers by providing information about the role of the Indigenous Wellness Advocate and what services are available for Indigenous Peoples.
12. Attends and participates in team meetings with the PCN providers, Aboriginal Health and Cultural Safety team members.
13. Attends and participates in opportunities of training to support self-awareness and skill building in understanding and addressing cultural safety and humility and Indigenous-specific racism.
14. Attends events or meetings which supports further understanding of traditional practices and culture of the local First Nations/Metis and Inuit peoples.
15. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

A level of lived experience relevant to the duties and responsibilities of this position, and a level of education, training and experience equivalent to a Diploma in a related discipline. A minimum of three years' experience in working in Aboriginal Health sector and three years' experience working with individuals, families and communities in crises. Be a person of Indigenous ancestry.

Valid BC Driver's License is required.

Skills And Abilities

- Demonstrates a deep understanding of Canada's relationship with Indigenous Peoples including the history and the harmful impacts of colonization and racism on health and well-being.
- Demonstrates an ability to incorporate approaches such as Trauma Informed Practice and Indigenous Informed Harm Reduction practices to mitigate the impacts of colonization and Indigenous-specific racism.
- Demonstrates an understanding of the significance of incorporating Indigenous perspectives on health within healthcare delivery, including awareness of Indigenous specific services available.
- Demonstrates knowledge of the diversity in Indigenous population and an understanding of the traditional territories of the K'omoks First Nation, upon whose territories the services are provided within.
- Demonstrates in-depth knowledge of health services and benefits available for all Indigenous groups and the inequities within this, which are a result of colonization.
- Demonstrates through practice, the ability to practice in a culturally safe way, ensuring the care plan is reflective of the individual's goals and identify any gaps.
- Understands the significance of a relational approach with clients, community and colleagues within a team-based environment.
- Demonstrated experience in supporting respectful advocacy between clients and healthcare providers to address gaps, within a holistic perspective on health
- Ability to work independently and coordinate and manage multiple priorities with supporting clients and Primary Care Network team members.

- Demonstrates the ability to facilitate and manage non-judgemental discussions with other healthcare providers around the existence of their personal biases while creating an environment for change in addressing Indigenous specific racism.
- Excellent communication skills.
- Physical ability to perform the duties of the position.

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