

At Ontario Health, we are committed to developing a strong organizational culture that connects and inspires all team members across the province. Our vision is that together, we will be a leader in health and wellness for all. Our mission is to connect the health system to drive improved and equitable health outcomes, experiences and value. How we work together is reflected through our five values: integrity, inspiration, tenacity, humility and care.

What Ontario Health offers:

Achieving your career goals is a priority to us. Benefits of working at Ontario Health may include the following based on employment type:

- Fully paid medical, dental and vision coverage from your first day
- Health care spending account
- Premium defined benefit pension plan
- 3 personal days and 2 float days annually
- Individual contributors start at 3 weeks' vacation, and 4 weeks at 2 yrs.
- Career development opportunities
- A collaborative values-based team culture
- Wellness programs
- A hybrid working model
- Participation in [Communities of Inclusion](#)

Want to make a difference in your career? Consider this opportunity.

The Lead, Health Equity & Priority Populations (Indigenous) works closely with the Strategy, Design, and Engagement Team in building and maintaining Ontario Health North's evolving engagement and health equity strategies in alignment with Ontario Health's broader Equity, Inclusion, Diversity, and Anti-Racism portfolio and the Indigenous Health Equity and Coordination portfolio.

The role has responsibility for engagement with regional and provincial partners from First Nations, Inuit, Métis and Urban Indigenous (FNIMUI) communities and organizations and will act as a change agent to drive the development of a system that is safe, inclusive, and culturally appropriate with and for Indigenous populations within the North Region.

As part of the Design, Strategy, and Engagement Team, the Lead, Health Equity & Priority Populations (Indigenous), will support broader engagement activities including patient, caregiver, and community engagement efforts with FNIMUI communities, organizations and partners. The position collaborates with others within the organization and across the region to develop and implement strategies for FNIMUI engagement, health equity, and overall regional engagement that will ensure care delivered reflects Indigenous and equity-deserving populations' voices and is responsive to their needs, values and preferences.

This position acts as the first point of contact, both internally and externally, for Ontario Health North's FNIMUI engagements. The Lead will help to ensure work is rooted in an Indigenous health equity lens and will help to strengthen North Region's role and commitment to building meaningful relationships and continuing to learn how to be a supportive ally in reconciliation that will inform all the Indigenous, health equity and engagement strategies at Ontario Health North.

Here is what you will be doing:

Community Engagement

- Co-develop and implement a North Region Indigenous Health Equity Work Plan and Engagement Work Plan.
- As a team player, advance a foundational approach to develop resources that support staff in working through a FNIMUI health equity lens and an organizational culture that embodies the philosophies of FNIMUI Equity, Inclusion, Diversity and Anti-Racism (EIDA-R).
- Support the coordination and delivery of FNIMUI community engagement events which includes planning and logistics that support a better understanding of community needs, gaps and possible solutions to close health systems gaps.
- Keep up to date records on community engagement outcomes and monitors best practices in community engagement and communication methodologies.
- Develop local FNIMUI engagement strategies and frameworks tailored to support the coordination and delivery of local/regional health-care system plans and priorities.
- Identify emerging issues in the FNIMUI community that require a communications response. This would include working with community/provincial/federal partners to support the management of a response in the event of an emergency or crisis.
- Provide advice and input from the planning and performance perspective for the development of FNIMUI health plans for community partners, planning, and the regional leadership team.
- Identify current gaps and create opportunities for community involvement for strategies with health equity best practices applied.
- Establish and maintain an updated centralized resource on FNIMUI community groups for internal planning use.
- Provide facilitation at FNIMUI community events to lead group discussions on complex health issues which will require excellent listening and communication skills.

Ontario Health North– Teamwork

- Advise on ensuring an FNIMUI health equity lens is included in the work of approved and developing Ontario Health Teams.

- Identify, develop, and facilitate FNIMUI cultural and health care training/learning as an Equity, Inclusion, Diversity and Anti-Racism (EIDA-R) priority tailored to Ontario Health North staffing cultural competency needs.
- Work in partnership with staff to help reduce barriers while improving overall health system navigation for FNIMUI people living in the North Region
- Identify and select appropriate planning approaches for use in engagement, such as: needs-based models and community-based input models to be used in health capacity planning.
- Support project plans, and assists with setting priorities, provide support in identifying required budget allocations for FNIMUI health planning and community engagement.
- Coordinate and conduct analysis of local health-care system based on provincial data, federal databases, community input and other sources for purpose of identifying gaps and establishing planning and integration priorities.
- Act as a resource to organizational planners and performance staff to identify and provide advice on FNIMUI health system objectives including the selection of appropriate methodologies.
- Provide technical planning expertise in the analysis of data and information that assists in determining local health-care system plans and priorities related to the FNIMUI population.
- Participate in, and contribute to, provincial and regional planning activities where required.
- As a team member, maintain an updated inventory of FNIMUI communities' key leaders, Health Directors, profile of the community and programs and health services provided at the community level.
- Work within a team to lead system planning efforts with a goal to strengthen the delivery of health services for FNIMUI population groups.
- Monitor best practice and research related to FNIMUI health.
- Perform other duties as assigned.

Here is what you will need to be successful:

Education and Experience

- Post-Secondary Degree or Diploma in Health-related field, Public Administration, Business or Social Work, or other equivalent combination of education, training and experience.
- 5 years related experience working in an FNIMUI community
- Good understanding of the FNIMUI population landscape, including urban communities/health service providers/First Nation communities/ Provincial Territorial Organizations etc.
- Preference will be given to individuals with lived experience in a FNIMUI community.
- Preference for candidates with understanding of Indigenous languages.

- Good working knowledge of FNIMUI health planning processes and the jurisdictional issues associated with the delivery of Indigenous health care services.
- Understanding of the Ontario health-care system, its partners, programs, and issues.
- Good understanding and sensitivity to federal and provincial FNIMUI health planning processes.
- Sensitivity and awareness of traditional healing and wellness practices.

Knowledge and Skills

- Knowledge of health equity as an approach to strengthening the health care system.
- Demonstrated experience in successful community outreach and community engagement with FNIMUI people.
- Strong interpersonal and relationship management skills, supported by excellent written and oral communication skills.
- Demonstrated experience with facilitation techniques and processes. Comfortable with the development and delivery of presentations; including engagement with FNIMUI people; and the facilitation of EIDA-R learning options.
- Demonstrated experience working effectively in partnership with FNIMUI people and organizations with diverse backgrounds.
- Well-developed decision-making, problem-solving and judgement skills are required.
- Excellent project management and presentation skills including planning and communications.
- Proven track record in working with FNIMUI groups to achieve successful outcomes.
- In-depth development knowledge of local health issues, priorities and needs while recognizing the broader trends in health care policy and system development.

Employment Type: There are two roles available– one full time permanent and one temporary full time fixed contract.

Salary Band: 6

Location: Thunder Bay, Ontario North Region (currently hybrid; subject to change). All applicants must be a resident of Ontario to be considered for roles at Ontario Health.

External Application Deadline Date: September 20, 2024

Ontario Health encourages applications from candidates who are First Nations, Métis, Inuit, and urban Indigenous; Francophone; Black and racialized; members of 2SLGBTQIA+ communities; trans and nonbinary; and disabled.

We encourage applicants with accessibility needs to notify us if they have any accommodation needs in the application and/or interview process.