



4Rs Youth Movement is Hiring! Could you be our new Equity Educator?

Apply by April 19, 2020 12 PM EST, for an opportunity to join the team!

Desired start date: May 1st, 2020 through to March 31st, 2021

Location: Flexible within Canada, working remotely during COVID-19 physical isolation

The opportunity . . .

4Rs is looking for a Equity Educator to join our team to facilitate learning, and identify possibilities for capacity building and interventions at multiple levels in the youth service delivery sector. Through this role we hope to increase cultural competency and promote organizational and systemic culture shifts within 4Rs' partner organizations. This role will involve joining a team to challenge systems of power and oppression that have become institutionalized in youth service delivery by engaging in a process of dialogue and learning grounded in the 4Rs Framework for cross-cultural dialogue. We hope that through education, relationship building and intervention, over time this role will contribute to a healthier ecosystem through which Indigenous young people and their allies can do community, reconciliation and decolonization work.

This posting for a Equity Educator, is an invitation to join a community of young people working to engage in self-awareness and reflection, and reimagine the process of reconciliation through the lens of authentic relationship building, critical dialogue and collaborative leadership that centres the needs of Indigenous people. This role will immerse you in a generative, iterative, curious, sometimes difficult, and challenging process. It will require you to be gentle, and patient with yourself, to learn with others, to lead together, to challenge and be challenged, to stumble and get back up. With your help we can create spaces where young people can tend to spirit, build inclusion, take time for ceremony, reflection and self-care, and remind each other to laugh, play, sing and dance all while contributing to decolonization in Canada.

A bit of background

The 4Rs Youth Movement has grown together over the past 5 years as an Indigenous youth-led, settler supported collaborative, seeking to change the country now known as Canada by changing relationships between Indigenous and non-Indigenous young people. While cross-cultural dialogue is a foundational pillar of our work at 4Rs, we have been hearing from Indigenous youth over the past two years that the conversation and resources attached to reconciliation are moving away from addressing the systemic issues surrounding colonization and meeting the needs of Indigenous peoples and communities. This has called into question whether or not the current approach to reconciliation is having a meaningful impact at the individual, community, political and systems levels. With the voices of community in mind, it feels important to push back against “reconciliation” as a buzzword, knowing the purpose and intent of our actions will live on beyond a political or program mandate. This means at times, challenging the ways of working, and the systems of power that reinforce an unacceptable status quo for Indigenous people.

What is the role of the Equity Educator?

One of 4Rs’ missions this year is to work towards reconciliation in institutional contexts, and in particular with the national coalition of organizations that make up Canada Service Corps (CSC). Our role with the national coalition is a special one: to support the partner organizations to develop capacity to safely engage Indigenous youth & take relevant action on reconciliation. While we offer a space for learning to these organizations, we are seeking a skilled facilitator to support us in stewarding this work with the national coalition.

4Rs sees this as an opportunity to do some deep dive work into a collaborative process that will support learning and unlearning throughout the ecosystem that 4Rs is currently working in - the youth service sector. The Equity Educator will report to the 4Rs Executive Director, and will work closely with all members of the 4Rs team including the core staff, youth facilitators, storytellers, and researchers. The role of the Equity Educator will be to:

1. Programming and Logistics

- Conduct needs assessments with 4Rs’ target partners (approx 10), evaluate group dynamics, engage and facilitate with stakeholders to design short, medium and long term interventions (as capacity allows) for the partners individually and as a whole;
- Develop and deliver an education plan for the next year specifically for the 4Rs’ targeted partners, helping to integrate a reconciliation/decolonization/anti-racism lens and facilitate knowledge sharing throughout the network.

- Work with the 4Rs team to develop and facilitate custom trainings for 4Rs' partners in support of capacity building for Indigenous youth inclusion and reconciliation.
- Be available to review and provide feedback to 4Rs' target partners on program components including (but not limited to) design, process and approach, curriculum, recruitment/communications and program implementation plans.
- Work with the 4Rs staff team to identify strategic interventions throughout the course of the employment contract.
- Build relationships based on the values of 4Rs (respect, reciprocity, reconciliation, relevance) with all stakeholders, and curates a network of relations for future collaboration and opportunities.
- Track activities and interventions, and integrate relevant information to the 4Rs network as part of a generative learning process.

2. Knowledge Mobilization

- Maintain up-to-date contact database and mailing lists, and uses these and other tools to deepen the relationships and connections across geography, and access to events and opportunities for young people in the movement.
- Coordinate the collection and management of qualitative and quantitative harvests (e.g., stories, survey development).
- Identify patterns that are emerging in the words, actions and behaviours of the harvests - both spoken and unspoken in this work, synthesizing key concepts, insights into digestible pieces, shared in different formats.
- Contribute to the broader dissemination of learning through development of blog, presentations, workshops, social media and other communications content.
- Undertake ecosystem research in order to make connections to other patterns unfolding in the broader ecosystem in which 4Rs is doing its work. Digging deeper into practices of other movements and organizations which may inform our work.

3. Finance, Administration, and Reporting

- Track and monitor budget components related to program expenditures, monitoring the status of accounts payable for the program.
- Evaluate all elements of program delivery according to the needs of our contribution agreements, prepares financial and programmatic reports for funding partners.

- Identify the need for internal policies to support the work of the movement relevant to the Systems Educator role and activities, and works with the Executive Director to develop them.
- Translate spoken thoughts and ideas into a concise story that uses the gathered information to tell the story of what the team has found out in report form for funders, partners, etc.

4. Teamwork Makes the Dream Work and Other Responsibilities

- Help build a culture within the staff team that promotes respect, reciprocity, relevance and reconciliation.
- Provide other logistical, engagement, communications, and administrative support to the 4Rs team, as needed.
- Engage in activities out of the scope of your program work that serve the overall mission of 4Rs.
- Work with the 4Rs staff team to provide an equity lens to the work of our partner's initiatives.

Who are we looking for?

We believe that a combination of lived experience, education and professional development are important to weigh in terms of finding the right person for this position. For us, an optimal person for this role is someone with 4+ years of experience facilitating in social justice and/or community development work, a strong understanding and application of a diversity of facilitation methods, curriculum and frameworks. We are looking for someone who is passionate about building meaningful, authentic relationships as a foundation for making social change. With that in mind, we are looking for someone who might . . .

- Have lived experience, or as an ally, a strong understanding of First Nation, Métis, and Inuit, communities and culture and engaging in change work respectfully in these communities;
- Be a skilled facilitator, drawing from complementary and innovative methodologies.
- Understands cultural, intersectional and political dynamics and how systems work, have broken down or don't exist in the context of this work, and has the ability to educate others on these dynamics.
- Think in new ways and try new approaches to make change happen, implementing programs while synthesizing what they're learning and make changes as they go.

- Be comfortable addressing sensitive topics with humility and grace, knowing when to be a cheerleader and when to be an instigator.
- Have demonstrated talent for forming and leading partnerships between diverse stakeholders working toward a common goal.
- Have great communication skills - writing, public speaking and public presentation skills.
- Have the ability to effectively use skills of persuasion, influence and facilitation to assist groups in shifting perspective and culture.
- Have a project management style that fosters shared leadership, strong team participation and productivity, emphasizing the values of respect and mutual accountability.
- Work effectively with people at the community level, in civil society and with elected policy makers, knowing how to motivate a diversity of people to work together toward change.
- Be skilled at integrating values and meaningful transformation into the design of interventions and programming;
- Be reliable, detail-oriented, and organized but also demonstrates flexibility and a high tolerance for ambiguity, uncertainty and emergence in your work environment.
- Be able to work effectively under tight deadlines, juggling multiple priorities and deliverables simultaneously while applying good time management;
- Be comfortable working in dynamic environments with fluctuating and flexible work hours.
- Work independently without daily support and not a lot of structure but also collaboratively with a team situated remotely across turtle island.
- Be able to exercise good judgement in determining when to consult the ED and when to take initiative.

We would be really impressed if you have....

- Training in group process intervention and systems change, process design and/or other relevant methodologies (such as Emergent Strategy or Art of Hosting);
- French as a first or second language!
- Experience in planning, writing, editing, and production of newsletters, website content, social media posts, funding reports etc, using Adobe Design Suite (InDesign, Photoshop, Illustrator) and Wordpress.

Interested in Joining our Team?

This position offers competitive compensation, great opportunities for learning, travel (when it is safe again) and a chance to do something meaningful. The location for this position is flexible within Canada. We are an equity opportunity employer that encourages Indigenous people, members of the 2SLGBTQ+, racialized, newcomer communities, people of all genders and abilities, and members of other under-represented communities to apply. If there is anything related to this job application process that needs to change to accommodate your accessibility, please reach out and we can discuss what might be possible.

How to Apply . . .

Applications close Sunday April 19th, 12 AM EST and should be submitted by email to jessica@4rsyouth.ca with a cc to dani@4rsyouth.ca, along with the following information:

- Subject line: Application - Equity Educator [Your Name]
- A letter/poem/story/video to the 4Rs Hiring Committee that helps us to understand why you are interested in joining our team. Please include a reflection on a moment of learning or transformation you have experienced and how it might help you to navigate the opportunities and challenges with this role
- Your resume!
- Three (3) references including contact information

We appreciate all applications, but only those shortlisted will be contacted.



For more information visit www.4rsyouth.ca