

SickKids is embarking on strategic work to better understand and support the unique needs of Indigenous patients, caregivers, students, trainees and staff. The Interprofessional Education Specialist (IES) - Indigenous Health Program will co-develop and implement organization-wide Indigenous cultural safety educational opportunities.

SickKids recognizes the history of colonialism and on-going inequities experienced by Indigenous peoples in Canada. These inequities have occurred and continue to occur within health care institutions. SickKids is striving to continue its journey of truth and reconciliation to advance the quality of care, safety, and staff well-being; advancing the vision of Healthier Children: A Better World.

**This position requires lived experience and praxis. The applicant must be First Nations, Inuit or Métis.**

This IES position is a leadership role dedicated to advancing paediatric practice by shaping and delivering interprofessional education that strengthens Indigenous cultural safety knowledge production, dissemination, and praxis across SickKids. Grounded in a commitment to lifelong learning, the IES leads the full cycle of education, from assessment and planning to implementation and evaluation, supporting staff and learners as they progress from novice to expert. Centering Indigenous knowledge and ways of life, the IES will expand and enhance cultural safety education across the organization in close partnership with the Indigenous Health Program Manager. Through consultation, innovation, scholarship, and strategic projects, the IES fosters a culture of excellence in education and care, ultimately enhancing outcomes for patients and families.

**The IES will apply Indigenous-centered experience and knowledge in the following:**

1. Lead strategic implementation of SickKids' Health Equity and Inclusion Strategy objective, Enhance cultural safety education, through education programs across SickKids.
2. Collaborate with relevant partner teams and roles, while working especially closely with the Indigenous Health Program Manager, Indigenous Health Navigator and Elder-in-Residence to understand concerns regarding Indigenous cultural safety and barriers to care.
3. With an Indigenous-centered lens, develop and oversee reporting, monitoring and evaluation of the Indigenous health education curricula.

4. Promote Indigenous cultural humility and cultural safety learning opportunities across the organization through engagement, communications and internal knowledge-sharing.

### **Here's What You'll Get To Do**

You will be accountable for developing, implementing and evaluating education programs and activities that support the goals of the Indigenous Health Program within the Office of Health Equity and Inclusion.

### **Curriculum Design, Delivery and Evaluation**

- Develop and deliver tailored cultural safety training for clinical and non-clinical teams, including synchronous and asynchronous curriculum and facilitation across care settings.
- Create and disseminate Indigenous health micro-learning resources to support ongoing education through clinical huddles and frontline practice.
- Enhance Indigenous Smudging Ceremony policy education, through scaling, delivering and evaluating tabletop exercise programming.
- Lead the implementation of foundational cultural humility education, including annual review, evaluation and incorporation of staff feedback.
- Support culturally sensitive recruitment, hiring, and retention practices by collaborating with Human Resources to advance culturally relevant training and learning opportunities.
- Collaborate with SickKids Medical Education Department to advise on the planning and implementation of Indigenous health curriculum for Resident trainees.
- Coordinating scheduling, logistics, and documentation to enable effective delivery of training and education initiatives.

### **Knowledge Translation and Communications**

- Develop accessible internal and patient-facing educational resources (e.g., intranet materials, patient guides, video supports) to increase access to culturally-informed care.
- Provide education-informed guidance on Indigenous place-making and policy development, supporting culturally safe clinical, research and administrative environments.

- Build and strengthen internal partnerships to champion Indigenous health, including coordinating staff engagement and education around key Indigenous days of significance.
- Work collaboratively with other Education Specialists, and Interprofessional colleagues in creating a healthy and safe environment for patients, their families and staff.
- Leading internal partnership coordination and follow-through on Indigenous Health Program activities, reporting and evaluation processes.

### **Here's What You'll Need**

- This position requires lived experience and praxis. The applicant must be First Nations, Inuit or Métis.
- Demonstrated experience working with Elders, Knowledge Keepers, and Traditional Healers.
- Master's level degree in a Health Care Profession, Adult Education, or related field (or evidence of working towards), or an equivalent combination of education and/or experience with emphasis on Indigenous connections, lived experience and learning.
- Strong knowledge of Indigenous cultural safety principles, cultural humility and a diversity of Indigenous approaches and perspectives on health, healing and wellness.
- Familiarity with the Truth and Reconciliation Commission of Canada's 94 Calls to Action, The United Nations Declaration On The Rights of Indigenous Peoples Act, and Section 35 of The Canadian Constitution Act. Familiarity with Indigenous system navigation models and principles.
- Demonstrated experience in adult education, including curriculum development and Indigenous-centered program planning and evaluation are essential.
- Experience in the use of simulation for training would be an asset.
- Strong leadership abilities, communication, interpersonal, and organizational skills; appreciation for the importance of relationship building as a foundation for learning.
- Ability to work in a dynamic, fast paced acute care environment.
- Self-directed and motivated, push boundaries, innovative and creative

**Employment Type**

- 1 year contract, full-time 37.5 hrs/week
- Includes access to health & dental benefits