



**Indigenous 2SLGBTQI+ Children and Youth Auntie or Uncle**  
Either 1 FT or 2 PT – Contract position (March 31<sup>st</sup>, 2026 with possible renewal)  
Location: Hamilton, Brantford and St. Catharines  
Salary: \$59,612

**INTRODUCTION:**

An Auntie or Uncle serves as a trusted guide, mentor, and role model for 2SLGBTQI+ Children and Youth in Indigenous communities. Rooted in cultural values, teachings, and familial connections, they provide support, advice, and cultural education to children, youth, and families. Their focus is to strengthen cultural identity, gender identity, family bonds, and personal growth by modeling traditional values (respect, humility, generosity) and sharing cultural knowledge. Aunties or Uncles foster positive, nurturing relationships, helping community members navigate life's challenges while upholding cultural continuity and collective well-being.

*We recognize that “Auntie” and “Uncle” are gendered titles used here as placeholders to reflect cultural roles of care, guidance, and support within community. We acknowledge the limitations of these terms and are committed to inclusivity. Successful candidates will have the opportunity to help shape or recommend a title that best reflects their identity and resonates with the communities they serve.*

**REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:**

**Mentorship and Guidance**

- Provide one-on-one or group mentorship to 2SLGBTQI+ children, youth, and families, offering practical advice, emotional support, and encouragement grounded in Indigenous cultural values
- Model cultural teachings and healthy life practices that nurture self-esteem, community belonging, and confidence
- Assist mentees in problem-solving, decision-making, and navigating everyday challenges, drawing upon cultural wisdom and personal experiences
- Encourage spiritual well-being by promoting respectful participation in cultural and community practices, helping mentees find comfort and belonging in ceremonies
- Share and preserve Indigenous language, customs, and traditions through storytelling, ceremony, hands-on learning, and active participation in cultural practices
- Adapt cultural teachings to contemporary settings (schools, community programs, youth gatherings), maintaining authenticity while meeting diverse community needs

**Family and Community Support**

- Provide a safe, reliable presence at community events, gatherings, and ceremonies, helping 2SLGBTQI+ families and youth feel connected and supported
- Collaborate with parents, guardians, and other caregivers to reinforce consistent messages of cultural pride, wellness, and traditional values in the home environment

**Role Modeling and Leadership**

- Demonstrate respect, integrity, and generosity in daily interactions, serving as a visible example of living cultural values
- Inspire others (especially youth) to develop leadership skills, community engagement, and accountability, encouraging them to give back to the community

### **Collaboration and Engagement**

- Work closely with other cultural practitioners (Traditional Healers, Helpers, Program Coordinators), healthcare providers, schools, and social services to coordinate care and support for mentees
- Facilitate or co-facilitate relevant workshops, circles, or peer groups aimed at teaching life skills, cultural knowledge, and fostering peer mentorship

### **STATEMENT OF QUALIFICATIONS:**

- Deep knowledge of 2SLGBTQI+ Indigenous cultural protocols, teachings, and community traditions
- Ability to share and adapt these teachings in accessible, engaging ways for children, youth and adults
- Strong interpersonal and communication skills, especially when working with younger community members and diverse families
- Patience, empathy, and a nurturing approach that builds confidence, trust, and cultural identity in mentees
- Capacity to demonstrate integrity, humility, and respect in all interactions
- Willingness to continuously learn and uphold the community's cultural expectations and standards
- Ability to coordinate effectively with families, other mentors, Elders, youth workers, educators, and healthcare staff
- Commitment to maintaining privacy and respecting boundaries in personal matters, ceremonies, or confidential discussions
- Understanding of ethical and community-specific protocols regarding personal, familial, or ceremonial information
- Community recognition as an auntie/uncle figure or cultural mentor, validated by Elders, families, or community leaders who acknowledge your capacity for mentorship and cultural guidance
- Participation in community ceremonies and cultural practices, demonstrating firsthand knowledge of traditional and protocol

### **INTERESTED APPLICANTS**

Please submit your resume and cover letter to: [\*\*humanresources@dahac.ca\*\*](mailto:humanresources@dahac.ca)

Nya:weh / Miigwetch to all applicants. Only those selected for interviews will be contacted

Please note that **ONLY** complete applications with cover letter will be considered.

***Preference is given to candidates of Indigenous Decent.***

### **100% Organization Paid Benefits**

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|-------------------------------------------------|---------------------------------------|
| • Health Benefits                               | • Employee Critical Illness Insurance |
| • Employee Life AD&D Insurance                  | • Travel Accident Insurance           |
| • Business Travel Life and Disability Insurance | • Long Term (LTD) Benefit             |
| • Dependent Life Insurance                      |                                       |

### **Retirement Benefits**

- Hospitals of Ontario Pension Plan (HOOP) with Immediate Eligibility

### **Other Benefits**

- 3 weeks' Vacation (to start) annually
- 12 Personal Days annually