



## Job Posting - Director of Indigenous Pathways

### Who We Are

With great respect, we acknowledge that the College of Pharmacists of BC (CPBC) is located on the unceded territories of the hən'q̓əmin'əm' speaking peoples – x̣ẉməθḳẉəỵəm (Musqueam Nation), sel̓il̓witulh (Tsleil-Waututh Nation), and the Sḳwx̣ẉú7mesh-ulh Sníchim speaking peoples - Sḳwx̣ẉú7mesh Úxwumixw (Squamish Nation) whose historical relationships with the land continue to this day. As a health regulator, our responsibility is to protect the health and safety of individuals accessing pharmacy care by licensing and regulating pharmacists, pharmacy technicians and the pharmacies where they practice in order to ensure they deliver qualified, safe, and ethical care.

Having embarked on a collective journey with health regulators in BC towards creating safer spaces for Indigenous partnerships, we are focused on developing and enabling alternative dispute resolution mechanisms to uphold the legal plurality that exists between Westernized systems and traditional Indigenous methodologies.

CPBC is committed to addressing Indigenous-specific racism and other forms of discrimination both in healthcare and within regulatory structures. We believe in integrity, transparency, and relational partnerships. As part of this team, you can expect to be treated with dignity and respect. CPBC staff contribute to a positive work-life balance and personal health and wellness through their commitment to voluntary interest committees aimed at promoting cultural safety, equity, and social and environmental initiatives.

### Our Diversity, Equity and Inclusion Commitment

The release of the [In Plain Sight](#) report in November 2020 underscored the urgent need for all partners in the healthcare system to take swift and decisive action to dismantle the systemic racism that has led to such poor health outcomes for First Nations, Métis and Inuit (Indigenous) Peoples.

CPBC has committed to regulating pharmacy professionals in support of public safety, optimal health, and culturally safe, equitable care, free from Indigenous-specific and other forms of racism. Through this commitment, we are working to create spaces where Indigenous Peoples have access to culturally safe pharmacy care, where racism and discrimination are called out and eliminated. We are further committed to decolonizing regulatory processes that create undue barriers for Indigenous registrants and members of the public. We understand, respect, and promote awareness of the rights and interests of Indigenous Peoples in relation to accessing regulatory services and continue to actively search out and include Indigenous ways of knowing and being into our policies and practices.

We strive to cultivate a welcoming, inclusive, and respectful environment where educational initiatives aimed at nurturing equity, diversity, and inclusion, are offered; cultural and social awareness are encouraged; and religious observances are honoured.

## About the Role

We are seeking a leader who has knowledge and an understanding of Indigenous cultures and practices; current and historical issues; Indigenous cultural safety and cultural humility; Indigenous-specific racism, and anti-racism; equity, diversity, and inclusion; and Indigenous worldviews to take on the role of **Director of Indigenous Pathways**. The successful candidate will have three to five years of progressive experience implementing anti-racism, Indigenous Cultural Safety and Humility (ICSH)(CSH), equity, diversity and inclusion (EDI), and anti-oppression programs in complex organizations.

Supported by the Deputy Registrar, the Director of Indigenous Pathways co-creates and co-leads the strategy to transform workplace, policies, and structures reflective of organizational commitment to systemic cross sectoral leadership toward reconciliation, ICSH, anti-racism, equity, diversity and inclusion. This role is also responsible for co-leading and guiding the continued growth and establishment of culturally safe practices, while creating alignment with legislative mandates. The Director, in concert with the Deputy Registrar, is responsible for co-leading and actualizing strategic projects and regulatory initiatives that address systemic injustice and harms.

## Qualifications, Skills and Knowledge

- Relevant educational qualifications may include a Bachelor's or Master's degree in either Sciences or Arts (preferably in pharmacy, Indigenous studies, HR, Business, or related field) or equivalent lived experience.
- 3+ years of progressive experience implementing anti-racism, CSH, diversity and inclusion, and anti-oppression programs in varied organizations, including Indigenous organizations.
- Knowledge and understanding of Indigenous cultures, practices, current and historical issues and worldviews.
- Proven leadership experience in managing cross-functional relationships; can address changes within CPBC's culture while at the same time being an agent of change for people, processes and systems growth.
- Experience developing strategies and implementing initiatives that deliver visioned results.
- Lived experience challenging/inspiring colleagues/partners to achieve organizational results; clear understanding of organizational operations and anti-racism, CSH, and EDI strategies, and able to articulate them to audiences within and outside the organization.
- Seasoned and respected relationship management experience with the ability to influence, lead, engage and build consensus among people through collaboration and partnerships.
- Evidence of developing and implementing approaches to reconciliation with First Nations and developing and maintaining relationships with First Nations Governments and organizations.
- Demonstrated knowledge and understanding of health regulation.
- Understanding of various elements of the BC health care system (pharmacy practice knowledge is an asset).
- Knowledge of provincial and/or federal legislation related to pharmacy practice is an asset.
- Strong written communication skills that reinforce cultural safety and humility.
- Strong verbal communication skills, including demonstrated proficiency in delivering culturally appropriate presentations to external partners.
- Strong problem-solving and analytical skills, including demonstrated proficiency in culturally sensitive remediations.
- Strong sense of self, including an ability to inspire, motivate and mobilize colleagues and allies.
- Able to thrive in a fast-moving and often ambiguous environment where all people are learning as they take steps toward reconciliation.

### Qualifications, Skills and Knowledge (Cont'd)

- Models and supports team commitment to cultural safety and Indigenous-specific anti-racism (ISAR) in the healthcare system.
- Models humility and heart-led leadership.
- Knowledge of Canadian colonial impacts and harms on Indigenous Peoples in social and health contexts, including social, economic, political, and historical realities impacting Indigenous communities and knowledge of ISAR and accompanying reports (e.g. The Truth & Reconciliation Commission's 94 Calls to Action (2015), the In Plain Sight Report (2020), and Reclaiming Power and Place's Calls for Justice (2019)) is an asset.
- Demonstrated understanding of EDI, and cultural humility as they apply to health care is an asset.
- Strong leadership skills with an ability to inspire and support a professional team.
- Strong partner engagement abilities with a commitment to building an effective and responsive organizational culture.
- Emotional intelligence evident in an ability and desire to be empathic, reflective, and respect own emotions.
- Ability to be approachable and actively listen.
- Ability to maintain tact when dealing with diverse groups of people with different personalities and perspectives and lived experiences.
- High level of integrity, kindness and discretion when working with confidential and/or sensitive information.
- Ability to use a caring approach and demonstrate sound, ethical judgement.

### Essential Responsibilities

- Co-leads and provides expertise to CPBC in its goal to become an inclusive and collaborative regulator striving to uphold culturally safe care through the embodiment of UNDRIP and DRIPA principles.
- Provides guidance and direction to ensure that Indigenous cultural safety and humility (ICSH) is embraced and visible in workplace culture, processes, communications, standards, interactions and daily operations.
- Is an active ally and leader in addressing Indigenous-specific and other forms of racism and discrimination.
- Develops and co-leads the Indigenous Pathways Team to cultivate and nourish organizational goals related to developing culturally safe and humble approaches to regulation. This includes drawing from lived experience and related input on culturally safe approaches to inquiry and remediation, policy review and development, establishment of practice standards, professional practice review and quality assurance that are humane and respect the dignity of all people.
- Collaborates with the Deputy Registrar to determine staffing needs and to recruit/retain valued and necessary talent.
- The Indigenous Pathways Team is supported by departments across CPBC and incorporates input, guidance and advice from team members to further decolonize systems, programs and processes.
- For team members, provides inspiration and mentoring, establishes goals, monitors success, conducts co-reviews of goals and related direction, and provides support for realignment of goals where necessary.



### Essential Responsibilities (Cont'd)

- Develops an inspiring vision for operational action plans, including timelines, milestones, budgets, logistics, and necessary resources, for programs and activities within the scope of the Indigenous Pathways Team.
- Partners with peers and other senior leaders to create a framework to humbly and proactively address current and future reconciliation, ICSH, and EDI needs. Your vision of a safe and inclusive culture at CPBC will be realized by analyzing current workforce data, employee engagement surveys, and external research, to co-create and implement the organization's current and future objectives regarding reconciliation, equity, diversity and inclusion.
- Co-leads and creates a clear vision for the development and implementation of an ongoing action plan to identify and eliminate Indigenous-specific racism and other forms of discrimination within pharmacy regulation, including providing direction for implementing culturally appropriate feedback pathways and alternative dispute resolution options.
- Communicates and shares information, knowledge, and expertise related to department and projects internally and externally as requested, including presenting developments and progress to the board, communicating important changes to partners, and representing CPBC as appropriate when requested by the Registrar or Deputy Registrar.
- In collaboration with the Deputy Registrar and Registrar, and the entire leadership team, develops, promotes and recommends programs on reconciliation, ICSH, ISAR, and EDI across CPBC's staff, board and committees.
- Leads and advises on work and integration across CPBC regarding implementation of the new *Health Professions and Occupations Act* (HPOA) related to discrimination and ICSH to ensure CPBC is aligned with the Act.
- Partners with leaders across the organization and among cross-sectoral leadership groups in an Indigenous-led manner to ensure program development and key initiatives are supported through cyclical review by Indigenous Peoples to integrate actions for reconciliation, ICSH, ISAR, EDI in support of the organization's strategic commitment and key actions.
- Contributes to the strategic direction of the organization by modelling honest, transparent, humane and caring leadership.
- Sets and demonstrates standards for excellence and integrity with all who represent CPBC.
- Develops and leads a review of current policies, practices, standards and programs to identify and eliminate systemic or discriminatory barriers embedded within the organizational structure.
- Develops a rolling annual learning plan, recommends and leads educational opportunities for CPBC staff, board and committees to build leadership and champions of reconciliation, ICSH, equity, diversity, and inclusion.
- Partners with the Human Resources and Governance teams on inclusive learning approaches that are trauma-informed, to ensure that reconciliation, ICSH, anti-racism, and EDI strategies are integrated into all CPBC's learning programs for staff, board and committee members.
- Contributes to the ongoing growth of a positive work environment and nurtures collaborative and effective working relationships both within and beyond the Indigenous Pathways Team to foster CPBC's culture of inclusivity.
- Co-leads in building an inclusive and respectful organizational culture, cultivating the diversity in their team to propel reconciliation, ICSH, EDI, creativity, innovation, productivity, excellence in service and highly rewarding work environments.

## What We Offer

The salary for this position is in the range of \$130K-145K annually, based on a 35-hour work week. The starting salary will be determined by factors such as the successful candidate's job-related knowledge, skills, experience, salaries of other similar roles, market conditions and other relevant factors.

CPBC provides a competitive compensation package including an attractive paid time off package that gives annual vacation, personal days, and additional days off during the year-end office closure as well as extended benefits that include a defined benefit plan with the Municipal Pension Plan. Requests will also be considered for time away to attend Indigenous events and gatherings.

CPBC offers a flexible work environment that includes a hybrid work model with an assigned schedule. We offer opportunities for personal and professional growth, provide flexibility, strive for work-life balance and provide a respectful, culturally sensitive work environment where collaboration, teamwork and creativity are highly valued.

## How to Apply

This role is designed specifically for an Indigenous person with ties to Indigenous communities. The successful candidate must provide verification of their Indigenous identity.

CPBC also supports and offers accommodation for applicants with disabilities to take part in the selection process. Please let us know if an accommodation is required when you are contacted about an interview and/or assessment. All information in relation to accommodation is kept confidential.

Please submit a cover letter and resume to [hr@bcpharmacists.org](mailto:hr@bcpharmacists.org) by end of day **February 3, 2025**. This opportunity will remain posted until filled; however, priority consideration will be given to those who apply by the deadline. References, Indigenous verification, and a criminal record check may be required for all final candidates.

*\*Please note that applications will not be kept on file and only applicants selected for an interview will be contacted.*