



Policy Analyst – Two-Spirit and LGBTQQIA+ Inclusion

Position Summary

Under the direction and supervision of the Director of Policy and Legal Affairs, and working closely with the Grand Chief's Office, the Policy Specialist – Two-Spirit and LGBTQQIA+ Inclusion will be responsible for providing project management, coordination, engagement, research and analysis, and writing for the inclusion of Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, and Asexual+ (Two-Spirit LGBTQQIA+) in all AMC activities, including the development of a Two-Spirit LGBTQQIA+ Council of the Assembly of Manitoba Chiefs.

Key Responsibilities

1. Research, engagement activities and knowledge gathering with Two-Spirit and LGBTQQIA+ citizens of AMC member First Nations;
 - Identify issues and solutions to policy areas related to Two-Spirit, LGBTQQIA+ inclusion, including the Calls for Justice of the MMIWG National Inquiry, and the MMIWG2SLGBTQQIA+ National Action Plan Final Report of the 2SLGBTQQIA+ Sub-Working Group.
 - Identify what is required to make space at the AMC so that it is inclusive and provides a safe and trauma-informed space for them to identify First Nations-specific priorities, roles, and approaches for the new Two-Spirit and LGBTQQIA+ Council.
 - Develop a regional engagement plan.
 - Coordinate engagement activities with First Nations that include the diverse nation and language groups of AMC member First Nations (Anishinaabe, Nehethowuk/Inniniwak, Anishiniwak, Dakota Oyate, and Denesuline) inclusive of people living on-reserve, northern and remote, and off-reserve.
 - Draft and finalize a report for the AMC Women's Council and the AMC Governance Renewal Committee to present to the AMC Chiefs-in-Assembly, and inform changes to the AMC Constitution as formulated by the AMC Chiefs Committee on Governance Renewal, before being approved by the AMC Chiefs-in-Assembly.
2. Assist with the establishment of a formal Two-Spirit LGBTQQIA+ Council within the AMC;
 - Develop a Two-Spirit and LGBTQQIA+ Advisory Circle to guide engagement and provide advice to establish the Council in an inclusive manner.
 - Ensure that the approach will consider and reflect not only the needs of Two-Spirit and LGBTQQIA+ citizens of AMC member First Nations, but also the values and worldview of First Nations in Manitoba.
 - Assist with drafting the terms of reference for the Council and amendments to the AMC Constitution for presentation to the AMC Women's Council, the AMC Governance Renewal Committee, the AMC Executive Council of Chiefs, and the AMC Chiefs-in-Assembly.
 - Identify budget requirements for support to and regular meetings of the Council.

3. Information sharing, knowledge translation and communications;
 - Regular information and communications with Two-Spirit and LGBTQQIA+ citizens of AMC member First Nations.
 - Share information on the proposed approach to Two-Spirit, LGBTQQIA+ inclusion, including translating and communicating the Calls for Justice of the MMIWG National Inquiry, and the MMIWG2SLGBTQQIA+ National Action Plan Final Report of the 2SLGBTQQIA+ Sub-Working Group in an easy to understand and accessible manner.
 - Develop a communication and information-sharing plan.
4. Relationships and networks;
 - Establish working relationships with and build a regional network of Two-Spirit, LGBTQQIA+ groups and individuals of AMC member First Nations.
 - Work with AMC-mandated entities such as the Manitoba First Nations Education Resource Centre and the First Nations Health and Social Secretariat to assist in the development of the Two-Spirit LGBTQQIA+ Council and to ensure that they are also inclusive.
5. Work with and involve Elders and Knowledge Keepers, including a dedicated Two-Spirit, LGBTQQIA+ Elder and the AMC Elders Council;
6. Identify activities, initiatives and approaches for the inclusion of Two-Spirit, LGBTQQIA+ in all policy areas of the AMC Secretariat, including the Eagle Urban Transition Centre and the First Nations Family Advocate Office;
7. Assist, when requested, First Nations efforts for local Two-Spirit, LGBTQQIA+ initiatives undertaken by AMC member First Nations in Manitoba;
8. Host ceremonial activities as required;
9. Participate in relevant and related regional or national committees, councils, tables and / or working groups;
10. Attend meetings and/or conferences, as directed, and provide a report; and
11. Other duties as assigned.

Qualifications

Education & Experience

- Bachelor of Arts or a related discipline and/or a related equivalent demonstrated experience.
- Knowledge of the issues related to Two Spirit, LGBTQQIA+ inclusion, including the Calls for Justice of the MMIWG National Inquiry, and the MMIWG2SLGBTQQIA+ National Action Plan Final Report of the 2SLGBTQQIA+ Sub-Working Group.
- Experience in dealing with the issue of Two Spirit, LGBTQQIA+ with AMC member First Nations.
- Experience presenting to AMC member First Nations on reserve.
- Knowledge of First Nations in Manitoba and First Nations culture, history, Treaty, and inherent rights.
- Knowledge and understanding of the Assembly of Manitoba Chiefs, and of First Nations in Manitoba.
- Equivalent combination of education and experience may be considered.
- Excellent verbal, written, inter-personal communication.
- Knowledge of one of the five AMC-member First Nation languages an asset.
- Ability to provide analytical supports while managing multiple projects and deadlines.
- Proficient use of Microsoft Office software, Word, Excel, and Outlook.

- Be able to follow office practices, procedures, and confidentiality.
- Satisfactory Criminal Record Check, Clear Child Abuse Checks.
- Possess a valid class 5 driver's license and vehicle.
- Work flexible hours and travel upon request.