

Vice-Provost, Indigenous Relations

About the Role

Dalhousie supports the United Nations Declarations on the Rights of Indigenous Peoples (UNDRIP) and the Calls to Action of the Truth and Reconciliation Commission (TRC). Dalhousie's Strategic Plan 2021-2026, Si'st Kasqimtlnaqnipunqekl Teli L'wi'tmasimk/Third Century Promise, has reaffirmed our commitment to deep and meaningful partnerships and relationships with Indigenous Peoples across Canada, especially the Mi'kmaw Nation, on whose territory Dalhousie's largest campuses reside. We also recognize that the Faculty of Medicine has distributed learning sites on the territories of the Wolastoqiyik and Peskotomuhkati Peoples. Reconciliation is everyone's responsibility and requires a fundamental shift in goals, structures, policies, and behaviours. In this spirit of reconciliation and in keeping with the recommendations of Dalhousie's Indigenous Advisory Council (IAC) and the goals and initiatives identified in Dalhousie's Indigenous Strategy, we invite applications to the new position of Vice-Provost, Indigenous Relations (VPIR).

The VPIR will report to the Provost and Vice-President Academic. The VPIR will work as a key partner to the Vice-Provost Equity & Inclusion and as a senior strategic advisor to the President and Vice-Chancellor as well as the senior leadership team.

The VPIR will develop, implement, and promote high-visibility, high-impact initiatives for Indigenousization, decolonization, and reconciliation. To do this work, the VPIR will work closely with a constellation of people and units involved in Indigenous initiatives at Dalhousie including the Director of Indigenous Community Engagement, with senior leaders in Faculties and units across the university, and Dalhousie's Indigenous Advisory Council (IAC) to develop, implement, and promote high-visibility, high-impact initiatives for Indigenousization, decolonization, and reconciliation. Through collaboration, the VPIR will continue to advance necessary and constructive change. It is expected that the VPIR will further shape their role based on the needs of Indigenous nations and Dalhousie.

Responsibilities of the VPIR will include:

- Serve as the institutional lead for Dalhousie's Indigenous Strategy, working collaboratively to increase institutional capacity and expertise to ensure its successful implementation while and measuring and communicating progress along the way.
- Work with other senior leaders to coordinate, assess, enhance, and report on various Indigenous initiatives, programs, and projects across Dalhousie. Such activities include the Keknu'tmasiek Welo'ltimk - Indigenous Health in Medicine program and the Indigenous Blacks & Mi'kmaq (IB&M) Initiative at the Schulich School of Law, among many others.
- Serve as a coordinating and amplifying presence for the many units and people involved in Indigenous initiatives across the university.

- Work collaboratively with leaders in Human Resources and across the university to develop an Indigenous hiring and retention strategy using culturally specific proactive outreach strategies, targeted hiring, and other avenues with a focus on Mi'kmaw, Wolastoqi, and Peskotomuhkati people.
- Provide leadership as Dalhousie further develops a process to confirm Indigenous citizenship/community membership in relation to employment positions, student scholarships, and/or other forms of material advantage created for Indigenous Peoples. This will be done in consultation with the M'kmaq, the Wolastoqiyik, the Peskotomuhkati, and other First Nations, Indigenous leadership and communities.
- Provide leadership provincially, nationally, and internationally on behalf of Dalhousie on issues related to Indigeneity including decolonization, Indigenous community membership, citizenship, identity, sovereignty, and social justice.
- Support Faculties and units in continuing and enhancing their work regarding relationship-building, curriculum and program development, capacity building, as well as scholarly and creative work that is meaningful for Indigenous communities.
- Play an advisory role with respect to research conducted for, by, and with Indigenous Peoples.
- Play a leadership role with respect to the Indigenous Advisory Council and sit on the external Indigenous Advisory Board once established.
- Engage Indigenous populations in the region, including urban communities, in active collaboration with the Director of Indigenous Community Engagement.
- Work collaboratively with leaders in Student Affairs and across the university to further support pathways into higher education, transition and orientation programming, student retention and degree progression for Indigenous students, and experiential learning in communities for Indigenous and non-Indigenous students, all in partnership with Mi'kmaq education leaders.

Selection Criteria & Key Competencies

The successful candidate will:

- Be an Indigenous person, with priority given to Mi'kmaw, Wolastoqiyik, or Peskotomuhkati candidates in recognition of the territories in which Dalhousie University resides.
- Demonstrate a substantial connection to the Mi'kmaw, Wolastoqey, and/or Peskotomuhkati Nations and have respectful relationships with Indigenous leaders in the region.
- Hold a graduate degree, or other comparable combined qualifications and demonstrated leadership experience in an academic context.
- Have leadership experience in Indigenous community organizations and extensive knowledge of Indigenous communities including on various policies, statutes, and

reports pertaining to Indigenous people and post-secondary education (e.g. UNDRIP, TRC Calls to Action, MMIWG, RCAP, etc.).

- Have knowledge of and experience with post-secondary education initiatives, programs, and transformative practices in support of Indigenous education, student success, and community engagement.

In addition, the following qualification and experience will be considered strong assets:

- A record of mentorship or training in Indigenous knowledges and skills either at the community or institutional level.
- Competency in an Indigenous language.
- A clear understanding of, or experience with, academic administration, processes, and procedures.
- Experience working with post-secondary institutions in teaching, advisory, and/or planning roles.
- Knowledge of Indigenous research methodology, ethics, and experience with, plus the ability to provide guidance on policy or practice in this area.
- Experience working with organizational leadership, boards, and executive teams.
- Experience in financial and human resources management.

Like all senior leaders at Dalhousie, the VPIR will be expected to demonstrate the [core](#) and [leadership](#) competencies that make up the Dalhousie Competencies. Of particular interest to the committee, will be the following competencies:

A Record of Thinking and Acting Strategically

- Demonstrated capacity for working in a manner that is organized, relational, (w)holistic, and community-building.
- Ability to successfully lead complex initiatives, including those related to curricula, research, recruitment, and student support, and retention programs in a university setting.
- Ability to consider how current policies, procedures, practices, and organizational culture might be affected by new strategic directions.

A Commitment to Equity, Diversity, Inclusion, and Accessibility

- Ability to create and support an inclusive work environment where people from diverse backgrounds feel respected, recognized, and valued.
- A record of leading with an inclusive, transformational, and collaborative approach.
- Demonstrated experience in conflict resolution and mediation, and a record of designing participatory processes and upholding practices that support and advance a respectful and inclusive workplace culture and climate.

Exceptional Communication and Relationship Building Skills



- A deep understanding and appreciation of the collegial and consultative climate of a university and the ability to work effectively and productively within it.
- Ability to serve as a spokesperson with internal and external partners, and with the media, in a strategic manner.
- Communication and relationship building skills required to collaborate, partner, and build bridges across the university, with other institutions and organizations, and with communities.

Change and Innovation

- Ability to challenge the status quo and empower others to try out new ideas and initiatives within agreed upon risk limits.
- Ability to translate change related strategy into concrete actions and processes so key outcomes are met.
- Relationship building and negotiation skills required to move change forward productively in a complex environment.

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