

JOB POSTING

Calgary Legal Guidance Sahwoo Mohkaak Tsi Ma Taas: “Before Being Judged” Indigenous Program Liaison

Organization Overview

Calgary Legal Guidance (CLG) is a charitable society established in 1972 to provide legal advice and assistance to low-income people with family, criminal, immigration, civil and other legal matters that are not covered by Legal Aid. CLG offers specific programs in the areas of domestic violence, homelessness, seniors’ issues, social benefits and immigration. Over 4,000 clients are assisted each year by volunteer lawyers at evening clinics, program lawyers, pro bono lawyers, articling students, our advocates and program coordinators.

The Before Being Judged (BBJ) program is designed to increase and enhance access to justice and healing for Indigenous peoples, living in or around Calgary. The program’s Liaison will work together with CLG staff and volunteers (lawyers, social services staff, administration & support staff), Articling & summer students, Elders & Traditional Knowledge Keepers, partner agencies/services in the community, and a multi-disciplinary advisory committee to conduct outreach to Urban Indigenous people and others, who are having difficulty with legal/justice related issues, to facilitate connections to lawyers, community services, ceremony, and opportunities for healing. The Liaison further ensures that training, education, cultural experiences, and access to ceremony are provided for all CLG staff and volunteers to enhance the organization’s cultural competence in serving Indigenous peoples and participating in reconciliation. The program is a unique, holistic response to Calls to Action, Justice 25-42 (Canada’s Truth & Reconciliation Commission Final Report).

Given the expansive services provided by CLG, the BBJ program works closely with other program areas such as homeless outreach, domestic violence, social benefits advocacy, and elder law as CLG clients often face multiple challenges and present with complex needs.

The Role

This is a permanent, full time position at 35 hours per week. Reporting to the Director of Services & Impact and working daily with members of the Leadership Team, the Liaison supports individuals with their non-legal and holistic needs. Working in partnership with the lawyers, the liaison directly supports clients by conducting outreach to Indigenous people and Indigenous serving organizations, and sharing agency/services information with potential clients. The Liaison further supports clients’ connection to the legal services of CLG by taking intakes, arranging appointments with the appropriate lawyer, Articling Student(s), and other CLG service and advocacy staff. The Liaison explores and offers opportunities for cultural connections, traditional healing and ceremony to clients in distress, and provides continuous knowledge development for all CLG staff and volunteers to increase our

understanding of the historical and cultural context of Indigenous people and past barriers in accessing justice.

The successful candidate will have experience working with disadvantaged persons, preferably within the City of Calgary and surrounding Indigenous communities. The person will have a deep respect, understanding, and personal connection to the traditional ways of knowing and being for Indigenous peoples. As a Liaison, this role requires close working relationships, and leadership skill, with various service providers throughout the city, in the not-for-profit and government sectors. The Liaison will serve as an integral part of CLG, and our community partners in developing and coordinating holistic, culturally appropriate services to this population with a vision to advance access to justice in a healing context.

The position may require occasional evening or weekend work, and CLG has policies in place and offers benefits to assist staff in affording a positive career-life balance.

Specific Responsibilities include the following:

- Outreach to Indigenous peoples in and around Calgary to share the services of CLG and decrease barriers and create bridges to accessing CLG services
- Developing, implementing, and helping to ensure a culturally respectful and knowledgeable organizational approach to Indigenous peoples
- Supporting and advocating for clients to connect to additional community & cultural resources as required
- Historical and Cultural knowledge development, through training and access to ceremony, for CLG staff and all volunteers
- Outreach and relationship development and engagement of Elders and Traditional Knowledge keepers in support of Indigenous access to justice and healing.
- Attending relevant community meetings and representing CLG in community meetings
- Participating in the program Advisory committee and ensuring a cultural lens influences all program development, service delivery, and evaluation
- Supporting Lawyers while delivering services
- Delivering public presentations
- Maintaining client files, program data and reporting documents
- Working collaboratively with advocates and lawyers to meet client needs

The Candidate

The successful candidate will have:

- Degree or diploma in human services or a related discipline *NOTE: social workers require ACSW registration, or qualify for registration
- A minimum of two years' experience in client services with disadvantaged clients
- Experience living or working in an Indigenous community or with Indigenous peoples
- Deep knowledge of Indigenous history and culture in Canada, along with the calls to action (Justice related) for reconciliation and how to apply them
- Familiarity with access-to-justice, poverty law, restorative justice and/or social justice issues in the context of Indigenous communities
- Experience with developing, implementing and facilitating learning for professionals
- Thorough knowledge and respect for protocols involving Elders, Traditional Knowledge Keepers, and Indigenous communities
- Leadership experience is highly desirable
- Good knowledge of community resources for people experiencing poverty

- Some Legal training and/or experience would be considered an asset
- The ability to speak Blackfoot and/or Cree is a definite asset

Personal Characteristics

- Wisdom, patience, confidence, friendliness, compassion, relationship oriented, easy to approach and talk to; relates well to all kinds of people
- Fearlessly takes on all issues and challenges while implementing creative solutions
- Superior time management skills
- An advocate for the disadvantaged
- Excellent presentation skills
- Ability to recognize when to set appropriate boundaries

As this is an Indigenous serving program, preference will be given to Indigenous applicants. CLG provides an inclusive, healthy, respectful and enjoyable work environment.

WHAT WE OFFER

Calgary Legal Guidance (CLG) is proud of our fun, diverse, professional, and energetic workplace culture. We offer a healthy and positive career-life balance that values the contribution of all staff, attractive benefits package including an RRSP program, an on-site gym, and your birthday day off! We invite all qualified candidates to apply.

Please forward your cover letter and resume ***stating your salary expectation*** by **4:00pm December 13, 2016**; to the attention of the Director of Human Resources and Operations at hammelc@clg.ab.ca and copy both the Executive Director giacomini@clg.ab.ca; and the Director of Services & Impact ensa@clg.ab.ca.

We thank all applicants for their interest however, only those being considered for an interview will be contacted.