

Director, Indigenous Engagement and Reconciliation

DATE: March 8, 2021

LOCATION: Calgary, AB

TYPE: Regular, FT

Closing April 9, 2021 at 4:00pm.

Please submit application to careers@glenbow.org

Why you should join Glenbow:

Be there. We are present. We listen. We step up. We show up. We meet people where they are. We earn trust by being authentic and dependable. We are here for each other and we are here for our community.

Spark big ideas. We empower our visitors and ourselves by encouraging curiosity and welcoming great questions. We imagine more possibilities and we create space for inspiration. We believe that creativity makes our world better.

Take pride. Remarkable things happen here because we work hard, and we are always learning. We take time to reflect and improve on what has come before. We respect the knowledge and experience of others. We approach every challenge with integrity and humility. Our personal passion fuels our high standards.

Together is better. We welcome all perspectives. What we do is better when more diverse voices are heard. We champion a collaborative environment where people feel respected, valued, and connected. We have greater impact when we work as a team.

Overview

Glenbow is located in Mohkinstis, on Treaty 7 Territory, and respects the history, languages, traditions and cultures of the nations on whose traditional land we reside: The Blackfoot Confederacy, which includes Siksika, Piikani and Kainaiwa; the Tsuut'ina; the Îyârhe Nakoda First Nations, including the Chiniki, Bearspaw and Wesley First Nation; and the Métis Nation of Alberta, Region III. Their contributions to the museum and their continued support are integral to our success in educating visitors and sharing the rich heritage of this land. We further acknowledge the vital connections we have to other Indigenous peoples, whose visual and intangible culture is represented in the museum's collections and exhibitions.

Glenbow is a place of confluence; a meeting point for peoples and communities to join a flow of ideas, knowledge, perspectives and experiences. Indigenous knowledge has long been central to Glenbow's work, and represent a major component of its collections, exhibitions, education and public programs, and its responsibility to serve as a space for understanding and reconciliation within a diverse community. Since its founding in 1966, Glenbow has grown into one of Canada's leading museums in part due to its close continuing relationship with Indigenous communities.

Glenbow is currently undertaking a wholesale revitalization of the museum, including a \$115 million renovation of its building, and a refreshed and reimagined public program and business model, with a goal of providing increased access, support and leadership for our communities, while also exploring what best practices should evolve for Canadian museums. Glenbow seeks to appoint a new position of Director, Indigenous Engagement and Reconciliation in support of these initiatives, and in alignment with Glenbow's responsibilities to meet the goals

Glenbow

outlined by Canada's Truth and Reconciliation Commission (TRC) and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

The Opportunity

Reporting to the COO and VP Engagement, the Director, Indigenous Engagement and Reconciliation, will take a leadership role in Glenbow's ongoing efforts to ensure collections, exhibitions, education and programs are accessible to Indigenous communities, and are influenced by Indigenous knowledge and practice. The Director will build upon the museum's existing relationships with Indigenous communities, while also creating and advancing new opportunities to engage with Indigenous communities across Canada and internationally. As a member of Glenbow's management team, the Director will involve staff, volunteer and partner voices to facilitate an ongoing dialogue within Glenbow on the further indigenization of the museum. This position will also serve as the primary facilitator of a newly formed national Indigenous Advisory Group, to plan and lead Indigenous engagement activities through the development and design of the building renovation, as well as for its reprogramming and reopening in 2024.

Develop and Steward a Strategy for Indigenous Engagement

- The Director will play an institutional leadership role in the development and implementation of an Indigenous engagement and reconciliation strategy for Glenbow that is built upon rich and meaningful relationships with Indigenous community partners.
- Provide a strategic framework for developing relationships with Indigenous communities whose history and culture is represented in the museum's collections. This strategy will address Glenbow's organizational priorities as well as our responsibilities to meet the goals outlined by Canada's TRC and UNDRIP.
- Lead and adapt the strategy to guide Glenbow's engagement efforts specific to the museum's renovation activities, and its ongoing exhibitions, educational programs, community outreach, collection management practices specific to Indigenous collections, organizational training and awareness and learning opportunities for Indigenous and non-Indigenous communities.

Partner Engagement

- Deliver on Glenbow's strategic commitment to Indigenous communities in the areas of outreach, engagement, collections and programming and provide strategic advice to senior management of the museum regarding all Indigenous engagement matters.
- Lead staff responsible for developing and executing Glenbow's Indigenous community engagement plans.
- The Director will have presence throughout the communities in which Glenbow operates, building an understanding of the unique needs of the communities in which Glenbow exists and make recommendations on how the museum can support educational and cultural goals of these communities.
- Lead the activities of the museum's Indigenous Advisory Group. As Chair of the Group, the Director will build mechanisms for ongoing communications, inclusive of organizational priorities.
- Contribute to the growth and development of partnerships with Indigenous community leaders necessary to advance reconciliation, the TRC Calls to Action and UNDRIP.
- Build relationships and collaborate with Indigenous educators, elders, researchers, scholars, leaders, artists, and communities to support Indigenization and decolonization of the activities, programs and exhibits of the museum.
- Build partnerships with other organizations in provincial, national, and global contexts that will advance the museum's organizational priorities as well as our responsibilities to meet the goals outlined by Canada's TRC and UNDRIP.
- Balance multiple inputs from stakeholder and partner groups.

130 9 Avenue SE Calgary, Alberta Canada T2G 0P3 T 403 268 4100

glenbow.org



Glenbow

Advise, Counsel and Mentorship

- Support the education of the Glenbow team with regards to Indigenous reconciliation and engagement, and lead the development of organizational goals and ways to engage in this work within Glenbow's current program.
- Advise and assist museum management and staff across curatorial and program areas in developing culturally appropriate and respectful community engagement activities.
- Work with the museum's Advancement team to develop proposals for further support to assist in the development and delivery of the museum's engagement and reconciliation strategy.
- Prepare reports and related information for museum management and other audiences including funders and government bodies.
- Mentor and supervise museum staff involved in engagement so they better understand cultural protocols, building capacity in museum staff to better understand and deliver on engagement priorities.
- Contribute to a positive, supportive, and strong team culture at Glenbow.

Project Management

- Manage and coordinate the delivery of programs and staff related to engagement and reconciliation. This includes strategic development, administration, promotion, delivery, feedback and reporting.
- Lead the planning and development of Indigenization and decolonization of practices and policies within Glenbow, including those related to diversity, inclusivity and equity, project management, and community engagement.

Exhibition, Program and Collection Development

- Leads the repatriation request process for sacred and ceremonial items in the museum collection to be returned to communities, in accordance with government and museum policy and ensuring necessary dialogue with community members, elders, museum staff and government departments as required.
- Works in consultation with museum staff to develop plans and priorities for exhibitions and programs involving Indigenous collections, culture and history, and contributes to content development and curatorial focus for these exhibitions and programs.
- Adapts engagement strategy to meet the needs of exhibition and program development.
- Develops strategies to further document the Indigenous collections with information provided by community elders.
- Makes recommendations on acquisitions and consults on other collection management priorities for the Indigenous collection.

Qualifications

In keeping with Glenbow's Employment Equity Priorities, recruitment of this position is restricted to candidates that self-identify as Indigenous.

To be successful within this role, you will have previous experience leading respectful and authentic community engagement strategies and building effective relationships with diverse Indigenous communities, Indigenous organizations and key stakeholders within government, education, culture, business and not-for-profit sectors. In addition, you will possess demonstrated knowledge and understanding of Indigenous cultures, protocols and histories.



Glenbow

1. An understanding of the concerns and opportunities relevant to Indigenous communities within the arts, culture and museum sector. A comprehensive understanding of the universal framework established by UNDRIP and relevant Calls to Action of the TRC.
2. Effective and empathetic communication style, with the ability to communicate sensitively and effectively with Indigenous communities.
3. Effective administrative skills with the ability to work both independently and collaboratively in a climate of shifting priorities, with the expertise to manage multiple projects and achieve required outcomes.
4. Demonstrated capacity to be an inclusive and engaging leader and an empathetic collaborator and strong communicator who is motivated by uniting communities and developing individuals.
5. Effective written and oral communication skills including the ability to present and positively liaise with a broad range of professionals and the public.
6. Demonstrated personal drive and integrity, which includes resilience, self-awareness, and abilities to solve problems while working with a high degree of flexibility.
7. Demonstrated experience in arts and culture programming specific to Indigenous content.
8. Extensive experience leading collaborative initiatives and consensus building with diverse and complex stakeholder and partner groups, including government.
9. An openness and an ability to listen in order to uncover key needs and therefore build relationships and agreements that are truly mutually beneficial.
10. A proven track record of working with and leading a team.

Education and Experience

- Education: A minimum of a post-secondary degree is preferred with a combination of education, skills and experience.
- Related Experience: Progressive responsibility for, and demonstrated success with, Indigenous community and partner engagement, management of information and facilitation.
- Minimum of 5 (five) years previous experience in similar role.

Stay connected to us:

- For more ways to experience and share art outside Glenbow's walls, [click here](#)
- Visit our [Community Access At Glenbow](#) to see our commitment to expand the reach and impact of art and culture in our community

