



PATHWAYS
EXECUTIVE SEARCH



**NATIONAL DIRECTOR,
RECONCILIATION, ANTIRACISM, AND EQUITY**



YWCA
CANADA

The Organization

YWCA Canada is seeking a permanent, full-time **National Director, Reconciliation, Antiracism, and Equity (RAE)** to lead the organization's efforts to advance reconciliation and embed Indigenous perspectives across its work. Reporting to the National CEO, the Director will guide the implementation of the Reconciliation, Accountability, and Inclusion Strategy (RAIS), support Indigenous engagement and consultation, and ensure culturally responsive and trauma-informed approaches within the national office. This position, designated for an Indigenous (First Nations, Métis, or Inuit) person, will also supervise the Senior Manager, Equity, Reconciliation and Antiracism (ERA) and play a key role in strengthening relationships with Indigenous communities and integrating reconciliation within YWCA Canada's broader equity and antiracism work.

YWCA Canada is the country's oldest and largest women's rights organization. A secular, registered charity, it drives systemic change through powerful advocacy, collaboration, and programs that address urgent needs and advance long-term gender equity.

Through its 29 member associations, YWCA Canada reaches more than one million women, girls, Two-Spirit and gender diverse people nationwide. As the largest provider of gender-based violence shelters, the largest provider of employment and counselling programs for women, and the second-largest childcare operator in Canada, it directly impacts the lives of more than 330,000 people each year, offering safe refuge to 1,200 people each night through its shelters.

YWCA Canada is part of the World YWCA, a global feminist movement of 25 million women and girls advocating for women's rights and empowerment across more than 120 countries.

VISION

Empowered women, girls and gender diverse people in a just, safe and equitable world.

MISSION

As a national voice for feminism in Canada, we drive gender equity through informed advocacy and by uniting the collective strength of YWCAs across the country.



GUIDING PRINCIPLES

1. We **amplify and support local YWCAs** across Canada through listening, dialogue, fostering cohesion, and strong unifying standards, while striving for excellence.
2. We **work within a feminist ethos** that centers the perspectives and lived experiences of **diverse women and girls, across the gender spectrum** (queer, 2SLGBTQI+, gender non-conforming and non-binary people).
3. We strive to **remove barriers** faced by equity-deserving staff, service users, and volunteers, including but not limited to barriers due to gender, race, sexual orientation, language, age, disAbility, immigration status, geography, religion, and intersections thereof.
4. We **confront our history** and address the ongoing impacts of colonialism on Indigenous (First Nations, Metis and Inuit) communities and enable concrete, accountable action on Truth and Reconciliation across the YWCA movement in Canada.
5. We **address anti-Black racism and systemic racism** in all its forms and are committed to fostering a decolonial practice rooted in **intersectionality**.
6. We **cultivate a collaborative intergenerational movement** that upholds youth leadership while honouring the wisdom and experience of elders and long-standing members of the YWCA movement.
7. We **promote collaboration and allyship with engaged men and boys** to advance accountability and meaningful societal change towards lasting gender equity.
8. We **commit to continuous learning** and capacity building across all areas of our work, alongside our local YWCAs and in solidarity with our national and global partners.

GOVERNANCE

Incorporated in 1893, YWCA Canada is a charitable, voluntary organization that serves as the national coordinating body for the YWCA movement in Canada.

It is a federated organization. Its members are YWCA Associations, which are membership-based organizations that operate as independent entities.

All YWCA Member Associations are autonomous and governed by a local Board of Directors. As part of the federation, Member Associations adhere to YWCA Canada's Standards Program. YWCA Canada is governed by bylaws established in consultation and approved by the Member Associations, and administered by a Board of Directors elected by the Member Associations.

YWCA Member Associations work together to offer core services and are accountable to each other as peers. Through membership committees, collaboration occurs between YWCA staff and volunteer leaders to provide support in executive search and orientation, member association services, program collaboration, capacity building, training, standards assessment, leadership network support, and critical issues management.

PRIORITIES

YWCA Canada develops tools and resources to build stronger YWCA Member Associations by supporting YWCA leaders, boards, and staff to achieve their vision. It creates change through informed advocacy, strengthening Member Associations and the national movement to empower women, stand up for social justice, and foster healthy communities.

YWCA Canada's impact drivers, reflecting key areas of focus, are:

- Ending gender-based violence
- Providing safe and affordable housing to women and families
- Achieving economic equality
- Championing childcare and women's wellbeing
- Empowering diverse young leaders
- Informing and shaping our feminist futures

YWCA Canada's informed advocacy aims to:

- End violence against women and girls
- Implement national childcare
- Achieve economic equality
- End homelessness for women and girls

Learn more about these priorities at <https://ywcacanada.ca/>

STRATEGIC PLAN 2025-2028

YWCA Canada's members have approved its 2025-2028 strategic plan centering Equity, Reconciliation and Antiracism. The new plan updates its mission and vision and outlines three pillars, each with associated goals.

OBJECTIVE	GOALS
Lead with purpose	Articulate YWCA Canada's purpose with renewed clarity, demonstrating how we advance our collective impact and carry our mission forward.
	Prioritize and resource reconciliation and antiracism efforts, led and informed by equity-deserving people.
Cultivate a united movement.	Deepen trust and connections, respect regional differences, and empower dialogue between YWCA leadership at the national and local levels.
	Advance and sustain operational excellence at YWCA Canada.
Be bold	Amplify our strong national voice and the collective impact of the YWCA movement to accelerate gender equity, anchored in reconciliation and anti-racism.
	Develop a bold public policy and advocacy agenda related to our informed advocacy aims.

RECONCILIATION

YWCA Canada acknowledges their organization's involvement in the operation of Residential Schools and Indian Hospitals and has begun the work of reconciliation around this.

YWCA Canada's Truth & Reconciliation Statement

At YWCA Canada, we acknowledge that truth-telling is a crucial step on the path to reconciliation with Indigenous Peoples. Our organization's history, including our involvement in the operation of Residential Schools and 'Indian Hospitals', is a painful chapter that we must confront with openness and honesty. Reconciliation cannot begin without first acknowledging the harm done.

Canada's legacy of colonization, systemic racism, and the forced assimilation of Indigenous Peoples has caused profound suffering. The Residential Schools and 'Indian' Hospitals are stark reminders of a history where countless Indigenous children were removed from their families, stripped of their culture, and subjected to abuse and neglect. The impacts of these actions continue to resonate today, contributing to ongoing disparities in health, education, and economic opportunities for Indigenous peoples.

RECONCILIATION CONTINUED

YWCA Canada understands that as an organization, we must own our part in this legacy. Only by facing the truths about our role can we contribute meaningfully to the healing process. This process is about recognizing the facts of our shared history, understanding the lasting effects of these injustices, and taking responsibility for the role we played.

We are committed to integrating truth-telling into every aspect of our work moving forward. This means listening to the stories of Survivors and their families, learning from the past, and educating our members and the broader public about the realities of YWCA's history with Indigenous communities. It also means taking actionable steps towards reconciliation, guided by the principles laid out in the [Truth and Reconciliation Commission \(TRC\) of Canada's Calls to Action](#), the [Missing and Murdered Indigenous Women and Girl's \(MMIWG\) report Calls for Justice](#), and by adopting the [United Nations Declaration on the Rights of Indigenous Peoples \(UNDRIP\)](#) as a framework.

YWCA Canada's Apology to Indigenous Peoples Harmed by YWCA Work

As part of our commitment to reconciliation, we offer a sincere and unreserved apology to the Indigenous communities, families, and individuals who were harmed by YWCA Canada's involvement in these institutions. We deeply regret the suffering and trauma that were inflicted because of our organization's actions and acknowledge the enduring pain that continues to affect Survivors and their descendants. We are profoundly sorry for the role YWCA Canada played in perpetuating these injustices.

Our commitment to truth-telling is our promise to actively participate in the reconciliation process, to hold ourselves accountable, and to ensure that the lessons of the past inform a better, more inclusive future for generations to come.

Summary Report, "The Role of YWCA Canada in Canada's Residential Schools and 'Indian Hospitals'"

More from YWCA Canada

- [YWCA Canada's Role in Canada's Residential Schools and the 'Indian Hospital' System](#)
- [Reflecting on Our Past, Committing to Reconciliation: YWCA Canada's Apology to Indigenous Communities](#)
- [Timeline of YWCA Canada's Commitments to Truth and Reconciliation](#)
- [YWCA Canada's Indigenous Circle & Truth and Reconciliation Action Committee](#)



The Role

YWCA Canada is seeking a permanent, full-time **National Director, Reconciliation, Antiracism, and Equity (RAE)** to lead the organization's efforts to deepen its relationships with First Nations, Métis, and Inuit communities, and to embed reconciliation and antiracism throughout its national operations and culture.

Reporting to the National CEO, the National Director, RAE will serve as a key connector and advisor, guiding the integration of Indigenous perspectives, practices, and protocols into the organization's strategy and daily work. This position is responsible for implementing YWCA Canada's Reconciliation, Accountability, and Inclusion Strategy (RAIS) and in partnership with the Senior Manager, Equity, Reconciliation and Antiracism (ERA).

The National Director will build and maintain respectful and reciprocal relationships with Indigenous communities, organizations, and leadership; ensure culturally responsive and trauma-informed approaches across the national office; and provide expert guidance on training initiatives and organizational accountability.

As a position designated for an Indigenous person (First Nations, Métis, or Inuit), this role is an important step in YWCA Canada's ongoing commitment to reconciliation and equity. The Director will also lead and supervise the work of the Senior Manager, ERA and help shape the conditions for inclusive governance, diverse leadership, and meaningful systems change.

Key Responsibilities

Leadership and Advice on Indigenous Relations and Reconciliation

- Provide leadership, advice, guidance, consultation, feedback, and decision-making support to YWCA Canada's CEO, Board of Directors, various committees, and national staff as needed, related to all aspects of Indigenous relations, engagement, programming, and community healing.
- Facilitate Indigenous Circle meetings to guide and advise YWCA Canada on Indigenous programming, engagement planning, and strategic directions.
- Lead the Truth and Reconciliation Action Committee (TRAC) to guide the dialogue around – and the implementation of – truth-telling initiatives and acts of reconciliation on behalf of YWCA Canada, supporting YWCA's federation's Reconciliation Action Plan and Roadmap including actions on key Missing and Murdered Indigenous Women, Girls and Two-Spirit (MMWIG2S) Calls for Justice, Truth and Reconciliation Commission (TRC)'s Calls to Action, and the United Nations' Declaration on the Rights of Indigenous People's (UNDRIP) principles.
- Review YWCA Canada's structure and capacity in relation to principles of Indigenization and/or decolonization.
- Support organizational policy development, cultural protocols, and processes, as required.
- Support review of YWCA Canada Standards Program to ensure Member Associations (MAs) have strong reconciliation accountability frameworks.
- Support the development, review and implementation of relevant YWCA Canada's projects and programs, including in RFP, proposal writing, research, and special project implementation to ensure equitable Indigenous representation, considerations, and full inclusion.
- Manage the resources and budget allocated to the Equity, Reconciliation, and Antiracism portfolio at YWCA Canada and participate in providing input to the annual budgeting process.

Cultural Competency Capacity Building

- Develop recommendations to advance dialogue and make progress on Truth and Reconciliation within the YWCA Canada National Office and the YWCA Federation.
- Facilitate the exchange of information and support coordination between staff responsible for delivering programs to Indigenous peoples.
- Lead staff training in cultural awareness, truth and reconciliation, decolonization, anti-oppression, and Indigenization – This may include developing and delivering training or hiring external facilitators, as determined through annual planning with the CEO.
- Monitor progress to ensure that program and other strategic objectives are being met for Indigenous communities engaging nationally.

Key Responsibilities **continued**

Indigenous Relations and Engagement

- Serve as a liaison to the community and support local MA work to address concerns within and outside the YWCA Federation, in collaboration with the Membership Engagement team (some travel may be required, to be discussed on a case-by-case basis).
- Work with local Indigenous Relations and Reconciliation leads in supporting engagement with various Indigenous (First Nations, Métis, and Inuit) communities accessing YWCA services locally, upon request and as needed.
- Manage relationships, structures, and tools to support the development and implementation of anti-oppression and truth and reconciliation goals from YWCA Canada's strategic plan.
- Work in collaboration with/support the Development and Partnership department to identify potential Indigenous and non-Indigenous organizations and stakeholders to form or maintain program partnerships with YWCA Canada.
- Provide guidance to the Advocacy and Public Policy department to build relationships with the federal government, and in developing public policy/advocacy statements related to issues such as MMIWG2S Calls for Justice, TRC's Calls to Action, and UNDRIP principles.
- Work with the Development and Partnership department to identify and engage with potential partners to advance our reconciliation work.
- Reporting internally and externally (as appropriate) on YWCA Canada's relations with the broader Indigenous community.

Relation to Other Areas of Equity Work

- Integrate efforts within the organization's antiracism and broader equity work, recognizing the distinct and interconnected aspects of this work.
- Supervise the work of the Senior Manager, ERA on the development and implementation of an Antiracism Strategy and an Accessibility Strategy.
- Work with the entire Senior Leadership Team to enhance accountability for the fulfillment of YWCA Canada's equity, reconciliation, antiracism, and accessibility strategic priorities.
- Support the organization in the proactive management of critical issues related to equity.



The Candidate

The successful candidate for this role will identify as First Nations, Métis, or Inuit, and will have the following:

Education and Experience

- Significant, progressive experience in working with Indigenous organizations, communities, or non-profit organizations, including
 - developing and maintaining collaborative working relationships with Indigenous communities, stakeholders, and organizations.
 - protocols for engaging with diverse Indigenous leadership, Elders, communities, and rightsholders.
 - collaborating and consulting with others, both within and outside of your organization.
 - managing programs or projects.

Knowledge, Skills, and Abilities

- Knowledge and understanding of the factors and issues impacting and influencing Indigenous communities, including in urban, rural, and northern Indigenous communities in Canada.

The Candidate continued

- Proven ability to work in an interdisciplinary work environment with respect, professionalism, cooperation, sensitivity, and cultural awareness.
- Strong knowledge of, commitment to, and demonstrated ability to apply an understanding of diversity, equity, cultural safety, social determinants of health, anti-oppression, harm reduction, trauma-informed and community development principles in all aspects of the work.
- Commitment to the principles that guide YWCA Canada, as reflected in the organization's vision, mission and values.
- Knowledge of and willingness to support feminist values, services focused on the needs of women, girls, Two-Spirit and gender diverse people, as well as access and equity issues.
- Knowledge and competence in Indigenous language(s) welcome.
- Exceptional verbal and written communication skills.
- Advanced ability to research and analyze complex concepts and plan strategically.
- Strong interpersonal skills, administrative, and organizational skills.
- Proficiency in Microsoft Suite (Outlook, Word, PPT, Excel, Teams, CRM, SharePoint) or similar tools.

Location and Expectations

The successful candidate will be committed to working from an anti-oppression, feminist perspective.

The national office is located in downtown Toronto. YWCA Canada is remote flexible, which means that team members can choose whether they work at the office or from home, and when. As part of the Senior Leadership Team, in-person meetings in Toronto are required a few times per year. There may also be occasional travel within Canada a few times per year.

To uphold its commitment to equity and fairness, YWCA Canada has implemented a non-negotiation policy for salaries and benefits. Negotiating compensation can perpetuate inequalities and biases, leading to disparities in pay based on negotiation skills or personal circumstances. By eliminating negotiation, the organization ensures that all employees are treated with equity and have access to the same opportunities for compensation.

Application Process

To apply, please submit a Cover Letter and Resume, in PDF format, directly to Pathways Executive Search outlining your interest, qualifications, and experience to Applications@PathwaysExecutiveSearch.com

Please note: For Indigenous-specific employment opportunities at YWCA Canada, all Indigenous applicants must adhere to a process to substantiate their membership or citizenship in a First Nation, Inuit or Métis community.

This may include providing government-issued identification or a self-declaration, accompanied by supporting documentation. Only short-listed candidates will be required to provide the documentation as outlined in **Appendix A**.

For more details or to further explore this important strategic leadership opportunity, please contact:



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Pathways Executive Search is an international executive recruitment firm, known for its ability to attract and recruit talent in culturally grounded ways. Guided by Indigenous values and principles of Indigenous inclusion, Pathways walks with those looking to broaden candidate pools, find qualified and experienced candidates, and live out their values and commitment to creating workplace cultures where people can thrive.

Appendix A

YWCA SUMMARY OF DRAFT POLICY HIRING FOR INDIGENOUS-SPECIFIC POSITIONS

SCOPE

This policy applies to all applicants for Indigenous-specific employment opportunities at YWCA Canada. We have designated roles specifically for Indigenous individuals to lead, guide, and support YWCA through its journey toward reconciliation.

SUMMARY OF DRAFT POLICY

YWCA Canada is committed to reconciliation and enhancing culturally safe spaces. To ensure that we center Indigenous perspectives and leadership, we have established Indigenous-specific roles to lead, guide, enhance and/or support our work. It is integral that hiring processes for Indigenous-specific positions be conducted with appropriate rigour, sensitivity, and care to substantiate applicants' stated identity through their membership or citizenship in a First Nation, Inuit, or Métis community. The Policy for Hiring of Indigenous-Specific Positions will aim to satisfy the YWCA that applicants for employment who identify as Indigenous are, in fact, Indigenous by applying a substantiation process. Substantiating the Indigeneity of applicants for Indigenous-specific positions will maintain the integrity of Indigenous-specific spaces at YWCA Canada and affirm the incredible value of Indigenous knowledge, perspectives and experience for our organization.

Requirements to Confirm Indigenous Community Membership or Citizenship

Option one: Government Documentation

The applicant must provide one of the following documents as a requirement of their application:

- "Certificate of Indian Status" issued by Indian and Northern Affairs Canada that is current and not expired;
- Certified copy of a Métis Nation Citizenship card from one of the four provincial affiliates (Métis Nation of Ontario, including "complete citizenship" confirmation letter from the MNO Registrar; Métis Nation Saskatchewan, Métis Nation of Alberta, Métis Nation British Columbia) of the Métis National Council; or a valid membership card from one of the Metis Settlements of Alberta, the Northwest Territory Métis Nation, or the Manitoba Métis Federation;

Appendix A continued

- Certified copy of a Nunavut Trust Certificate card or Inuit Enrolment card associated with one of the Land Claim Agreements in the claim regions of Nunavut, Nunatsiavut, Nunavik, and Inuvialuit;
- Citizenship identification issued by a First Nation that has a modern Treaty and / or self-government agreement;
- Proof that an ancestor was assigned an Inuit disk number;
- Written confirmation of Aboriginal Identity from Inuit Tapiriit Kanatami or Nunavut Tunngavik Incorporated;
- Written confirmation of membership by a band that has enacted its own band membership code(s); or
- Membership card or other documentation indicating that the person is a Non-Status First Nation person who is a member of an Indigenous organization negotiating a treaty or other agreement with the federal and/or provincial governments.

Option Two: Applicant Self-Declaration

If an applicant does not possess proof of the documentation listed in Option 1, they must submit a statement about their existing lived experiences and ongoing relationship to a legally recognized and rights-bearing Indigenous community, Nation, or People. This includes specific information about the First Nation, Inuit, or Métis community, such as their treaty, scrip, land claim, and territory or region.

The applicant will also be required to provide a letter of substantiation issued by a recognized leader of a First Nation, Inuit, or Métis community, such as an Elder, Knowledge Keeper, Respected leader, Band Resolution; or a letter of validation by a member of a First Nation, Inuit, or Métis community