

**MINISTER’S ADVISORY COUNCIL ON INDIGENOUS WOMEN  
- CORE COMPETENCIES -**

POSITION: Member – Elder Representative

CORE COMPETENCIES:

The Elder Representative has the following competencies of a Member:

- Stewardship
- Creates impact
- Teamwork
- Integrity

Plus the following:

- Strong cultural values
- Lifelong learner
- Mentors others

<b>STEWARDSHIP</b>
Stewardship means contributing Elder insight to steer and articulate the Council’s strategic plans, goals and objectives.
Stewardship is demonstrated by: <ul style="list-style-type: none"><li>• Steering the Council towards its vision by developing goals and strategies that solve problems, create change or seize opportunities</li><li>• Offering an Elder’s perspective, skill set and expertise to Council plans and initiatives</li><li>• Assessing the Council’s plans and performance to ensure for excellence and the inclusion of Elder perspectives</li><li>• Evaluating a full range of options before making decisions</li><li>• Considering the “bigger picture,” including impacts to Elders, when making decisions</li><li>• Analyzing setbacks and seeking feedback to learn from mistakes</li></ul>

## **CREATES IMPACT**

Creating impact is the ability to encourage or influence others to adopt a specific course of action that may impact plans, priorities, tasks, processes and people. It includes the use of effective techniques and facilitation skills to achieve desired results, and is accomplished by leading others with a positive attitude, energy and resilience.

Creating impact is demonstrated by:

- Presenting views and communicating ideas that are clear and well-reasoned
- Collaborating with other Council members to make consensus decisions and adopt a sound course of action
- Influencing the Council's direction by providing an Elder's perspective, wisdom and expertise
- Assessing proposed actions with a thoughtful and strategic approach
- Respectfully probing Council members on their views, while remaining open to suggestions that achieve consensual solutions
- Knowing:
  - when to insist on seeking further information or advice
  - how to constructively, effectively and respectfully debate an issue
  - when to compromise
  - how to resolve differences

## **TEAMWORK**

Teamwork is the desire and ability to develop and maintain cooperative, collaborative and productive working relationships. Individuals contribute to the Council as a team by encouraging one another to actively share their unique perspectives, knowledge, expertise, best practices and advice.

Teamwork is demonstrated by:

- Working constructively with other Council members to foster collegiality
- Leading positive, productive and respectful discussions
- Collaborating with others to solve problems and reach decision
- Demonstrating respect for other Council members' interests, opinions and concerns
- Dealing tactfully with disagreements, and using the situation as an opportunity to build understanding
- Maintaining a positive attitude and focusing on goals and outcomes
- Building rapport and strong relationships with other Council members, the Secretariat, MIRR staff and community partners
- Supporting final decisions made by the Council

## **INTEGRITY**

Integrity is the ability and desire to hold oneself and others accountable for acting in public and private ways that are consistent with high ethical values, principles and professional standards. It includes acting to fulfill public service values such as transparency, efficiency, honesty, financial responsibility and accountability.

Integrity is demonstrated by:

- Acting in the best interests of the Council and the public
- Upholding fiduciary duties and due diligence
- Leading action based on ethical values, even when cost or risk is associated
- Protecting confidential and sensitive information pertaining to the Council
- Supporting, respecting and promoting the principles of equity, diversity and regional representation when developing a course of action
- Setting and following policies to ensure the Council uses public funds with integrity and honesty
- Following the Council's code of conduct and conflict of interest policies
- Disclosing personal conflict of interest situations, and in such cases refraining from discussions and decision-making

## **STRONG CULTURAL VALUES**

Strong cultural values are community-based teachings accumulated over time, and passed on from generation to generation.

Possessing strong cultural values is demonstrated by:

- A unique life philosophy that is shaped by a connection to one's community
- Knowledge and wisdom passed down from ancestral generations
- A particular gift or approach, nurtured over time
- A sense of stability, discipline and humour
- Knowing what is appropriate for various situations
- Sound judgment

## **LIFELONG LEARNER**

Lifelong learning is an ongoing, self-motivated and voluntary pursuit of knowledge.

Lifelong learning is demonstrated by:

- A humble attitude about one's knowledge
- Continuously seeking opportunities to learn and grow
- Challenging oneself to reach new goals
- Curiosity

## **MENTORS OTHERS**

Mentoring means guiding, encouraging, teaching and correcting others with kindness and respect.

Mentoring others is demonstrated by:

- Leading by example
- Seeing the goodness in others and encouraging them to reach their optimum potential
- Sharing knowledge, providing guidance and teaching other people
- Transmitting knowledge to future generations
- Guiding others with kindness and respect