



**MANSO** MANITOBA ASSOCIATION  
OF NEWCOMER SERVING  
ORGANIZATIONS

## **Position title - Anti-Racism and GBA Plus Coordinator**

### **SUMMARY STATEMENT:**

MANSO is an umbrella organization serving over 70 immigrant and refugee serving member organizations in communities across Manitoba.

MANSO acts as a voice for the Manitoba (re)settlement and integration sector, while providing capacity building, communication and coordination support to the sector through a wide range of member-led committees, professional development events, sectoral consultations, research, working groups and conferences.

### **POSITION TITLE: Anti-Racism and GBA Plus Coordinator**

The Anti-Racism and GBA Plus Coordinator leads and supports the organization's anti-racism, and GBA Plus initiatives across member organizations. This role is responsible for advancing organizational and sector-wide anti-racism priorities through capacity-building, resource development, training, policy support, and member engagement. The Coordinator works collaboratively with MANSO staff, members, Indigenous partners, community stakeholders and external partners to strengthen anti-racism and GBA Plus practices, promote accountability, and foster inclusive systems and environments.

By applying AR and GBA Plus frameworks, the position aims to address systemic inequities and barriers within Manitoba's settlement sector, advance reconciliation through respectful collaboration with Indigenous communities, and promote more equitable outcomes for all newcomers.

### **MAJOR RESPONSIBILITIES/DUTIES:**

- Provide leadership in the promotion, implementation, and monitoring of MANSO's Anti-Racism (AR) Strategy and Framework under the guidance of the Anti-Racism Champions and Active Co-learners Committee, supporting member organizations in responding to the Calls to Action.
- Coordinate planning, logistics, and resource gathering for the ARCA Committee and provide support to other MANSO-related committees as required.
- Strengthen mechanisms for tracking, monitoring, evaluation, and reporting on MANSO's Anti-Racism Framework and GBA Plus initiatives as outlined in the Anti-Racism Work Plan.
- Gather and develop templates, resources and strategies to build sector-wide capacity for the implementation of Anti-Racism and GBA Plus frameworks.
- Provide ongoing internal and external support to strengthen policies and programs that address systemic barriers and equity gaps.

- Support MANSO member organizations in applying GBA Plus analysis to services and policies using the National Resource tool and other relevant instruments.
- Identify, coordinate, and deliver professional development opportunities for members in collaboration with the MANSO team, with a focus on Anti-Racism, Equity, GBA Plus, and Anti-Oppression.
- Collaborate with the sector to mobilize against systemic barriers and discrimination affecting Refugees, Immigrants, Indigenous, Black, and other racialized community members.
- Develop training materials, tools, and resources to identify and challenge racial discrimination and hateful conduct within the sector and broader experiences.
- Work with Indigenous Partners, Community Organizations at large, and academic partners to strengthen relationships between MANSO member organizations and Indigenous Peoples' Partners, aligning with commitments in MANSO's Anti-Racism Policy and Action Plan.
- Ensure members have access to relevant AR tools, professional development, and sample bylaws language, providing direct support to address concerns in collaboration with sector leaders.
- Enhance internal capacity to integrate and operationalize a GBA Plus Accountability Framework and to sustain ongoing practice.
- Perform other duties in support of MANSO's mission and vision, including supporting committees, working groups, and sector events with a consistent GBA Plus and AR lens.
- Other duties as part of the MANSO team as assigned.

#### **EXPERIENCE AND QUALIFICATIONS:**

- Demonstrated commitment to MANSO's mission, vision, values, and advancing equity and systemic change.
- Minimum 3 years' experience in the settlement sector, with relevant post-secondary education or equivalent combination of experience; lived experience with immigration or resettlement considered an asset.
- Proven experience leading and supporting Anti-Racism, GBA Plus, and intersectional initiatives, including policy development, program design, public education, and organizational change.
- Strong project management skills, with the ability to manage multiple priorities and respond to complex, emerging issues affecting newcomers.
- Demonstrated ability to collaborate across organization-wide committees, build partnerships, and engage meaningfully with diverse stakeholders, including equity-seeking groups and those with varying levels of subject knowledge.
- Excellent interpersonal, communication, and public engagement skills, including writing, facilitation, and media interaction
- Strong organizational, problem-solving, and time-management skills, with close attention to detail and the ability to work independently and meet deadlines
- Proficiency in Microsoft Office Suite, Zoom, Teams, and other web-based tools; comfortable working in a diverse, cross-cultural environment.

#### **PERFORMANCE CRITERIA:**

- Ability to keep current with trends in the sector nationally, regionally and locally.
- Team player with the ability to work with a diverse group of individuals; work in a team environment and be self-motivated.
- Ability to multi-task with a track record of meeting goals. Professional expertise in working across networks using appropriate technology.

## **COMPENSATION AND CONDITIONS OF WORK**

- The annual salary for this position is \$67, 291per year.
- Work Hours: The successful candidate is expected to work full-time Monday to Friday at 35 hours per week from the MANSO Office at 275 Portage Ave. Some work may be done remotely as well.
- Benefits: After a successful 3-month probation period, the Employee is eligible to participate in the health benefit plan as well as employer matching contributions plan to an RRSP account of up to 5% of the employee's gross salary.
- Vacation: 15 vacation days per year + statutory holidays. After three years of employment staff will be entitled to 20 days

### **Application details:**

This is a full time contract position to April 30, 2027 with the possibility of extension pending renewal of funding. The annual salary for this position is \$67, 291.

Interested candidates should submit their cover letter and resume highlighting how they meet the education and experience requirements by **May 14th, 2026** to Executive Director Search team at E-mail: [info@mansomanitoba.ca](mailto:info@mansomanitoba.ca)

MANSO is strongly committed to building a team that reflects the community that we serve and to representing diversity amongst our staff. Racialized people, Indigenous peoples, persons with disabilities, persons of minority sexual orientations and gender identities are encouraged to apply and self-identify. If you require accommodation for the recruitment/interview process (including alternate formats of materials, or accessible meeting rooms or other accommodation), please let us know and we will work with you to meet your needs.

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