

RACHEL E. MASON

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HIGHLIGHTS

- 18+ years working with Indigenous organizations and communities
- Creative and innovative thinker and problem solver with natural leadership abilities
- Passionate about facilitating learning for individuals, groups and organizations
- Committed to engaging in meaningful work that contributes to positive social change
- Experienced at working respectfully and effectively with diverse groups of people and cultures

WORK EXPERIENCE

ARRIVE CONSULTING, Victoria, BC, Canada

November 2005-Present

Owner and Principal Consultant: Strategic Planning, Curriculum/Program Development, Writing, and Facilitation

- Support Indigenous organizations and Nations to meet their goals; and assist non-Indigenous organizations (governments and non-profit agencies) to learn about and improve their competence working with Indigenous people.
- Planning: Strategic planning, business planning, project planning, program reviews, operational planning.
- Facilitation: Planning sessions, change management conversations, training on a variety of topics, cultural competency education, community engagement and more.
- Communications: Development of planning and governance documents, evaluations and reports, funding proposals, learning resources, and stakeholder engagement tools.
- Strong skills and track record of project management on a variety of initiatives; leading project teams of up to 10 people.
- Employ a collaborative approach based on visioning and planning with clients to ensure that their needs are met.
- Recent clients for strategic and operational planning include First Peoples' Cultural Council, Métis Nation BC, Unified Aboriginal Youth Collective, Ts'wulhtun Health Centre of Cowichan Tribes, and Indigenous Heritage Circle.

CURRICULUM DEVELOPMENT

June 2002-Present

Curriculum Developer and Trainer, Various Organizations

- Training on community approaches to strategic planning for First Peoples' Cultural Council language coaches (2020)
- Development of online anti-violence curriculum for Moose Hide Campaign (2020)
- Early Years Guide and Cultural Wellness curriculum development in print and online format for Métis Nation BC (2020)
- Learning Journey for The Nature Conservancy (TNC) Indigenous Peoples' and Local Communities Team (TNC, 2018)
- Indigenization for Curriculum Developers, Open Learning Resource (BC Campus, 2017)
- Training, review, and facilitation to help employees learn about Indigenous history and culture and create an action plan to change the way they work with Indigenous clients (various clients, 2017-2020)
- Culturally-relevant retirement training program for Indigenous employees (Aboriginal Non-Profit Initiative, 2017)
- Financial Literacy Curriculum for Indigenous learners (Aboriginal Friendship Centres, 2014)
- "Leading an Engaged Public Service" (BC Government Learning Organization Community of Practice, 2012)
- Distributed learning version of "BC First Nations Studies 12" (Open School BC, 2007)
- Professional development workshops for teachers related to Indigenous education and diversity (Various school districts and universities, 2008-present)
- Primary curriculum for distance learning programs (Oak and Orca Bioregional school, 2004)
- Health and Life Skills curriculum for children and youth in Tanzania (Mkombozi Centre for Street Children, 2003)

PACIFIC SCHOOL OF INNOVATION AND INQUIRY, Victoria, BC, Canada

September 2013-June 2016

Educator and Founding Member

- Worked as part of team to develop this new high school which is grounded in inter-disciplinary, inquiry-based learning.
- Planned and prepared curriculum and co-constructed personalized learning pathways with each student.
- Supported learners in the development of portfolios for reflection, assessment and progress tracking.
- Special focus on developing and coordinating community connections to support student learning.
- Offered subject matter expertise in English, Social Studies, Philosophy, Social Justice Education, and Indigenous Studies.

MINISTRY OF HEALTH, Victoria, BC, Canada

March 2012-May 2013

Manager, Systems Transformation, Aboriginal Health

- Contributed to developing and implementing initiatives that improve health outcomes for Indigenous people, specifically related to mental health and substance use, maternal health, and child health.
- Provided strategic oversight in the development of projects, plans and strategies.
- Managed multiple portfolios and led a variety of projects in a dynamic environment.
- Represented the Ministry of Health in Tripartite discussions with the federal government and First Nations.
- Worked closely as a partner with Indigenous organizations and internal stakeholders.
- Directly supervised policy analysts and interns.
- Participated as an active member of the BC Public Service's Learning Organization Community of Practice by contributing to the development and implementation of curriculum and learning opportunities for Public Service employees and by engaging in internal facilitation work.

MINISTRY OF ABORIGINAL RELATIONS AND RECONCILIATION, Victoria, BC, Canada

Sept 2008-March 2012

Senior Advisor: Youth Engagement

- Promoted Indigenous youth voice within the Province of BC by facilitating diverse groups of Indigenous organizations and internal and external stakeholders to work collaboratively on a variety of issues and achieve shared goals.
- Worked directly with Indigenous youth to provide capacity development, personal growth, and leadership opportunities.
- Participated in developing approaches and programming related to Indigenous health and well-being; engagement with Indigenous youth, women and Elders; and Indigenous justice issues.
- Contributed to developing a provincial framework for an Off-Reserve Aboriginal Action Plan to better meet the needs of urban Indigenous people, including designing and implementing stakeholder engagement.
- Developed strategies, reports, briefing materials, strategic advice, cabinet submissions, discussion papers and innovative policy and program recommendations regarding the social and economic well-being of Indigenous children and youth.

BC ASSOCIATION OF ABORIGINAL FRIENDSHIP CENTRES, Victoria, BC, Canada

August 2004-March 2006

Coordinator, Provincial Aboriginal Youth Council

- Worked to support youth empowerment and community engagement for urban Indigenous youth by developing and providing Friendship Centre youth workers with professional development activities and sector tools related to youth engagement.
- Conducted a needs assessment and evaluation of youth engagement practices, and then developed and delivered programs and curriculum for youth and adults to meet the needs identified.
- Coordinated a province-wide youth council of Indigenous youth, which involved helping participants to define common goals and meet their objectives, planning and implementing activities and meetings, developing marketing and promotional strategies, and maintaining strong communication networks and relationships.
- Organized, obtained funding for, and implemented an international exchange with Mayan youth in Guatemala to assist in developing youth participation structures among Indigenous Guatemalan youth.

EDUCATION

VERMONT COLLEGE Montpelier, VT, USA

June 2004-December 2006

Masters of Education

- My masters program focused on creating progressive educational leaders who work to develop stronger and better educational programs through innovative pedagogies and policies.
- Focus in Curriculum and Instruction.
- Thesis: "Conflicts and Lessons in First Nations History Education." This thesis was based on extensive first-hand qualitative research which I conducted in schools across British Columbia.
- Wrote and published an academic article based on my thesis research in *Canadian Journal of Native Education* (June 2009).
- Areas of interest: Social justice education, multiculturalism, critical theory, Indigenous education, personalized and self-directed learning, freedom in education, philosophy of education, curriculum development and assessment.

BROWN UNIVERSITY Providence, RI, USA

September 1997- May 2002

B.A. in Science Studies, Magna Cum Laude

- Grade Point Average: 3.85/4.0
- Created my own course of study in the developing interdisciplinary field of Science Studies, which seeks to understand how science operates by using critical perspectives on knowledge from the social sciences and humanities.
- Honors Thesis: "Scientists' Perceptions of Truth and Fulfillment as Related to Science and Faith."

PROFESSIONAL DEVELOPMENT

- “Transforming Limiting Beliefs,” Caitlin Frost, February 2016
- Participated in the BC Public Service’s Learning Organization community of practice, including contributing to course development and coordinating a province-wide mentorship program
- Lean Facilitator Training, Westmark Consulting, October 2012
- “Supervisors Essentials,” “Coaching Approach to Conversations,” and “Building Respectful Relationships,” Public Service Agency, June –November 2012
- “Lead from Your Strengths” and “Facilitation for Leaders,” Royal Roads Continuing Studies, March 2012
- “Leading an Engaged Public Service,” Public Service Agency, January 2012
- Conflict Resolution, Justice Institute of BC, Spring 2010
- “Art of Hosting: Facilitating Conversations that Matter,” Berkana Institute, Fall 2010
- Developing a Business Case, BC Government, Spring 2010
- Project Management, Level Two, Public Service Agency, Fall 2009
- Project Management, Level One, Royal Roads University, Fall 2009

SKILLS AND ACTIVITIES

- **Awards:** Award of Merit, Canadian Network for Innovation in Education, for contributing to the creation of e-learning resource “BC First Nations Studies 12 Treaty Simulation.”
- **Publications:** “Conflicts and Lessons in First Nations History Education,” in *Canadian Journal of Native Education*.
- **Languages:** Conversational Spanish and French, familiarity with Swahili.
- **Computers:** Microsoft Office and Publisher, Power Point, Access, Social Media.

REFERENCES

Available upon request.