



Job Posting

Position title	Gender Diversity and Inclusion Facilitator
Organization	Egale Canada Human Rights Trust
Posting type	Internal/External
Term	Full time
Location	185 Carlton St, Toronto
Apply by	Open Until Filled

Egale Canada Human Rights Trust (Egale) works to improve the lives of LGBTQI2S people by informing public policy, inspiring cultural change, and promoting human rights and inclusion through research, education and community engagement. The acronym LGBTQI2S references all people with diverse gender identities and experiences of attraction (sexual orientation), including those who identify as lesbian, gay, bisexual, trans, queer, questioning, intersex, or Two Spirit. Egale's vision is a Canada, and ultimately a world, without homophobia, biphobia, transphobia and all other forms of oppression so that every person can achieve their full potential, free from hatred and bias.

Job Summary

The Gender Diversity and Inclusion Facilitator is responsible for the delivery of education training, presentations and programs, as well as developing and maintaining an exceptional onboarding program and quality assurance. The Gender Diversity and Inclusion Facilitator is an established leader in learning who participates in organization-wide resource development and distribution, while acting as a consultant for curriculum development and workshop creation. The ideal candidate is an experienced practitioner in facilitation and training who works strategically to create and deliver educational programs that promote LGBTQI2S equity and inclusion in corporate, government, non-profit, union and conference environments.

In collaboration with other members of the Egale team, the Gender Diversity and Inclusion Facilitator is responsible for Egale's external and internal training delivery, with particular focus on conducting in-person facilitated programs in a business environment.

Roles and Responsibilities

Training and Facilitation



- Work closely with Partnerships Officer to identify client's training needs
- Plan and implement an effective training curriculum
- Deliver and facilitate presentations, trainings sessions, workshops, webinars, job simulations and role-playing exercises
- Promote Egale resources, services, events and training
- Represent Egale at events and on relevant committees
- Take the lead in creating metrics for stats gathering and reporting
- Provide or contribute to reports, statistics, written narratives and other administrative documentation as required for funding and organizational reports and materials
- Provide ongoing professional development, training and consultative services throughout the public and private sector across Canada
- Build and maintain relationships with stakeholders to support future training opportunities
- Training and help evaluate roster Facilitators
- Deliver internal training and onboarding
- Provide support to existing development programs, networks, and events across Canada and internationally
- Other duties as assigned by their Director.

Learning and Development

- Participate in the development of training and workshops
- Modify training sessions to adapt to specific streams
- Help evaluate pilot trainings and support Learning Developers in integrating feedback into training designs
- Participate in the development of project evaluation outcomes and indicators and tracking systems for effective evaluation and reporting

Requirements/Qualifications:

- Degree in relevant field (i.e. Adult Education, Social Sciences, HR or related field) or relevant work experience
- A minimum of 5 years of proven experience in a teaching/facilitation position
- Strong familiarity with new techniques in corporate teaching
- Understanding of the latest learning trends, particularly in the corporate sector
- Exceptional group facilitation and presentation skills
- Strong interpersonal, relationship building, problem solving and conflict resolution skills
- Lived experience as LGBTQI2S community member and/or strong familiarity with the LGBTQI2S community and LGBTQI2S human rights broadly

- Understanding of intersectionality and commitment to working within an anti-oppression/anti-racism framework
- Ability to determine priorities, be self-directed and work with minimal supervision
- Works well independently and as part of a team
- Ability to adapt quickly based on multiple channels of feedback
- Experience working in a not-for-profit, LGBTQI2S community and/or social justice environment
- Proficiency in French and Spanish an asset
- Proficient in a variety of computer applications (e.g. MS Office Suite, Google applications)
- Must possess a valid driver's license
- Prepared for up to 10 to 12 days of travel per month for training across Canada and internationally
- CTDP or CTP certified applicants preferred

To put forward your candidacy, please submit a cover letter and resume to:

Egale Canada HR Department
jobs@egale.ca

Please specify Position Title in Subject Line.

Applications will be considered as they are received until the position is filled.

Accommodations are available on request for candidates taking part in all aspects of the selection process. If you require an accommodation (including alternate format materials, accessible meeting rooms or other accommodation), please let us know and we will work with you to meet your needs.

Egale's Statement on Employment Equity and Diversity

Egale Canada Human Rights Trust is committed to ensuring that members of traditionally marginalized groups, from a broad range of communities, feel empowered to apply for positions within the organization. We encourage qualified applicants to consider work and volunteer opportunities with Egale as we recognize that a diverse work force and volunteer base are critical to accomplishing our mission. The organization is dedicated to taking proactive steps to overcome historical patterns of discrimination in our society which have created barriers of race, colour, religion, sex, national origin, age, disability, language, class, sexual orientation, and gender identity or expression for some individuals and have resulted in the denial of their full participation in society.