



Job Posting - Senior Legal Research Officer

Location **Toronto**
Organization Egale Canada
Term Fulltime, Permanent

Application Deadline Friday, February 7, 2020
jobs@egale.ca

Egale Canada Human Rights Trust (Egale) is Canada's only national charity promoting human rights based on sexual orientation and gender identity through research, education and community engagement. 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.

Department Description

The Research and Programs Department compiles, produces and communicates the best-available evidence, information and tools for promoting and fostering the human rights and equitable inclusion of lesbian, gay, bisexual, trans, queer, questioning, intersex and Two Spirit (LGBTQI2S) people throughout all aspects of society.

The Department's ongoing priorities include trans human rights and inclusion; seniors' health and well-being; suicide prevention and mental health promotion; youth homelessness; workplace inclusion; LGBTQI2S inclusion in sport; schools and education; hate crime prevention; equal families; intersex human rights; and international engagement.

Job Description

Egale's publications are in-depth, high quality products with a strong commitment to academic and professional integrity. The successful candidate will therefore be an accomplished researcher with a high level of attention to detail and accuracy, and able to independently conduct and oversee complex research projects with varying methodologies.

Our research is conducted in strong partnership with academics, lawyers, activists, analytics institutions, designers and more. You are competent in working with such partners, building and nurturing key relationships.



You will also help build and grow Egale's research capacity generally, exploring new avenues and opportunities for research, ensuring Egale's research is informed by and relevant to LGBTQI2S communities as well as widely visible and promoted in public, academic, government, legal and media circles, in-line with Egale's strategic plans.

The Senior Legal Research Officer's primary responsibility is to lead projects as assigned and participate in the development of research and resources, collect, analyze and synthesize research and provide research and analysis on matters of legal, policy and program delivery in response to internal and external requests relating to LGBTQI2S human rights and inclusion.

Roles and Responsibilities

- Independently formulate and draft legal opinions regarding a wide range of LGBTQI2S human rights issues in Canada and around the world.
- Advocate for sexual and gender minorities in Canada by identifying inequities in housing, healthcare, education, sports, and the criminal justice system.
- Respond to revelations of LGBTQI2S mistreatment in the public and private sectors for the purposes of informing public policy, promoting human rights and inclusion, and prompting legal reform.
- Work closely with our National Legal Issues Committee to identify legal challenges that will require public interest litigation and draft applications for leave to intervene on behalf of Egale Canada.
- Monitor the development of international and domestic law as it pertains to the treatment of sexual and gender minorities.
- Advocate for the best interests of Egale Canada and the community it represents, while building partnerships with international stakeholders (e.g. United Nations Independent Expert on Sexual Orientation and Gender Identity, World Health Organization) and domestic partners (e.g. Department of Justice, Global Affairs, Ministry of Children, Community and Social Services, Parole Board of Canada, provincial and territorial law societies and legal aid clinics).
- Conduct environmental scans of emerging research, best practices, resources and issues relating to LGBTQI2S people in Canada and abroad.
- Develop research analysis to inform the organization's intentional, strategic and coordinated approach to promoting LGBTQI2S human rights and equitable inclusion.
- Prepare both internal and external reports, issue briefs and backgrounders to support the development of evidence-based programming, services, resources, curricula, and policy/advocacy.
- Organize and facilitate focus groups.
- Provide research and writing support to the Executive Director.
- Support the Research team in conducting, transcribing and analyzing primary, community-based and participatory research.
- Provide writing and editing support to Egale staff as needed.
- Work collaboratively with the Development Team, Project Management Team and other Departments, as well as with external partners and consultants.
- Additional duties as assigned, in support of the mandate and responsibilities of the department.



Qualifications

- The ideal candidate will hold a Bachelor of Laws or a Juris Doctor degree, and be a member in good standing with a provincial and/or territorial law society.
- An advanced degree in an area such as social sciences, sociology, research analysis, law, business, political science, economics, or public health – and a demonstrated level of professional experience.
- Knowledge and experience of using evaluation and community-based research to inform program development
- Demonstrated expertise in successfully designing and carrying out quantitative and qualitative research
- Ability to analyze information, summarize findings and present them in ways easily understandable to decision-makers
- Understanding of statistical principles and methods for data analysis
- Experience working with a variety of public, private, non-profit and grassroots organizational structures
- Experience supporting and training staff and community partners, that are unfamiliar with research and evaluations, to collect, manage and analyze data
- Familiarity with the key social/infrastructural issues facing Egale
- Strong track record in research outputs including peer-reviewed publication
- Capacity to contribute to strategic development and planning
- Proven capacity to plan and manage projects and project teams and to deliver outcomes in a timely manner
- Excellent organisational and time management skills, including the ability to set priorities, work independently and perform well under pressure
- Well-developed problem-solving, negotiation, interpersonal and communication skills
- Proficiency in French an asset.

Application Process

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

Egale Canada
jobs@egale.ca

Please specify Position Title in Subject Line.
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.