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## Job Posting – Senior Research Officer, LGBTQI2S Health, Aging, and Housing

Organization:	Egale Canada
Application Deadline:	July 17, 2020
Start Date:	August 3, 2020

Egale Canada invites applications from qualified candidates for a full-time, 18-month contractual appointment in our Research Department with a specialization in LGBTQI2S health, aging, and housing issues at the rank of Senior Research Officer beginning August 3, 2020. The contract may be extended pending review.

### **About Egale:**

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.

### **About the Department:**

The Research 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 serves both the organization, internally, as well as external partners and clients, by fulfilling the following responsibilities:

- Conducting environmental scans of emerging research, best practices, resources, and issues relating to LGBTQI2S people in Canada and abroad.

Egale Canada

120 Carlton Street, Suite 217, Toronto, ON M5A 4K2 Canada

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- Conducting and publishing original research, valuing equitable partnerships, and pursuing a community-based participatory approach.
- Consulting with LGBTQI2S communities, leaders, and allies across Canada.
- Developing policy guidance and position statements from which to ground the organization's intentional, strategic, and coordinated approach to promoting LGBTQI2S human rights and equitable inclusion.
- Conducting policy review, consultation, and development for external partners and clients, such as school boards, employers, and public policy makers.

The Department's ongoing priorities include Black, Indigenous, and other racialized communities, 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.

#### **About the Position:**

The successful candidate will lead relevant projects and coordinate external partnerships concerning LGBTQI2S health, seniors, and housing issues in Egale's research portfolio. Working closely with the Director of Research and research partners, the Senior Research Officer will assist with the designing and implementation of research activities, outreach, and knowledge mobilization related to the above topics. The Senior Research Officer will also be the contact point for Egale's National Seniors Advisory Council (NSAC) concerning our current and future research activities in the areas of: LGBTQI2S health and aging, advocacy for gender and sexual diversity and inclusion issues in palliative care and housing, social support for caregivers, and policy change.

#### **Duties:**

A research officer's primary role is to conduct research and prepare reports. The successful candidate for this position will be expected to assist Egale's community-based research and national consultative information gathering projects concerning issues of LGBTQI2S health, palliative care, caregiving, housing, and care facilities across Canada. Duties include:

- 1) Conducting literature reviews and environmental scans on relevant topics.
- 2) Designing, implementing, and analyzing national surveys.

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- 3) Organizing community consultations and focus groups across the provinces and territories.
- 4) Interviewing key informants and community stakeholders.
- 5) Studying policy and other public documents at all levels of government.
- 6) Working closely with the Director of Research and external research partners, producing white papers for the wider public and scholarly journal articles on emergent topics.

Other duties include: Participating in regular research project meetings at Egale; organizing a workshop for staff and community members; presenting preliminary and conclusive findings at conferences during the time of appointment; and assisting with other research projects as assigned.

#### **Qualifications:**

The successful candidate will have a PhD from an accredited Canadian University conferred within the last 3 years. A strong background in medical anthropology/sociology, sociocultural human development, and/or public health is required. The candidate must demonstrate a working model for community-based, participatory, and intersectional research and best practices. The successful candidate will be well-versed in socio-cultural approaches to LGBTQI2S health and aging, social policies and supports related to aging and palliative care, and have a working knowledge of housing issues across Canada. Experience in conducting focus groups and interviews (on/offline), designing and carrying out surveys, and writing research reports and scholarly articles is required. The candidate should have demonstrated aptitude for working alongside community organizations and people through an intersectional standpoint, and evidence of their ability to create an interdisciplinary, collaborative, and participatory environment for research participants and partners. Experience and connections to senior LGBTQI2S communities and stakeholders outside of Ontario / the GTA will be an asset.

#### **Application Instructions:**

Applications must be sent electronically in one single PDF file to Dr. Dai Kojima, Director of Research ([jobs@egale.ca](mailto:jobs@egale.ca)) and should include the following: cover letter, CV, writing sample, and names of three referees (two from academic supervisor/dissertation committee members, and one from community that you've worked with). Short-listed candidates will receive an interview invite after the application closing date. Please

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include a statement of your status in Canada (i.e. citizen, permanent resident, or international student) in your application.

**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.