

## Job Posting – Senior Legal Research Officer

<b>Organization</b>	Egale Canada
<b>Application Deadline</b>	September 15, 2020
<b>Application Process</b>	Resume and cover letter to <a href="mailto:jobs@egale.ca">jobs@egale.ca</a>
<b>Start Date</b>	October 5, 2020
<b>Type</b>	Full Time/Contract – Six Months (possible extension)

Egale is Canada's leading organization for LGBTQI2S people and issues. We improve and save lives through research, education, awareness, and by advocating for human rights and equality in Canada and around the world. Our work helps create societies and systems that reflect the universal truth that all persons are equal and none is other.

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.

- 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.

## **Job Description**

The successful candidate will lead relevant projects and coordinate external partnerships concerning LGBTQI2S legal and policy issues in Egale's research portfolio. Working closely with the Director of Research and other research officers, the Senior Legal Research Officer will assist with the designing and implementation of research activities, national outreach, and community engagements related to the above topics.

## **Major Duties & Responsibilities**

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. Duties include:

- 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.
- Coordinate national and regional legal webinars in partnership with other community groups and legal professionals on various topics for the LGBTQI2S community.
- 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.

Other duties include: Participating in regular research project meetings at Egale; organizing a workshop for staff and community members; and assisting with other research projects as assigned.

## **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, with specializations in labour and housing laws with a human rights frame. Alternatively, the candidate should have an advanced degree in social sciences with a strong emphasis on law (e.g., Law and Society, Legal Sociology, Criminal Justice). A minimum of 3 years of experience working with a variety of public, private, non-profit and grassroots organizational structures is required. The candidate must demonstrate having applied a working model for community-based, participatory, and intersectional research and best practices.

Experience in conducting focus groups and interviews (on/offline), designing and carrying out surveys, and writing literature reviews and legal reports 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. Proficiency in French an asset.



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## **Egale's Statement on Employment Equity and Diversity**

Egale Canada 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.