



equal not other | égal, pas autre

Job Posting – Research Officer

Position title	Officer, Research
Organization	Egale Canada
Term	Full Time – 12-month contract (project funded)
Application Deadline	Open until filled

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.

Egale Canada invites applications from qualified candidates for a full-time, 12-month contractual appointment in our Research Department at the rank of Research Officer.

About the Egale Research Department

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 reviews, 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



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sport; schools and education; hate crime prevention; equal families; intersex human rights; and international engagement.

About the Project

Egale is conducting a 12-month long national survey and community consultation in the areas of: Anti-Black Racism and the sexualization of racism within and beyond LGBTQI communities; existing efforts and challenges of Black queer community organizing and advocacy at the local, regional, and national levels.

Duties

The successful candidate will be expected to conduct community-based research and national consultative information gathering concerning LGBTQI African Caribbean and Black Canadians experience of anti-Black racism, social and economic challenges and mental health, as well as Black LGBTI movements and communities in Canada. Specific duties include:

- 1) Conducting literature reviews and environmental scans of African, Black, Caribbean Canadian diasporas.
- 2) Designing, implementing, and analyzing national surveys.
- 3) Organizing community consultations and focus groups across the provinces and territories.
- 4) Interviewing key informants and community stakeholders.
- 6) Studying policy and other public documents at all levels of government.
- 7) Working closely with the Director of Research and external research partners, producing discussion papers on the objectives of the project, attending events organized in the community, by Egale on Black LGBTQI research and movement.
- 8) Supporting grant and research funding initiatives for this project.
- 9) Publication of Peer reviewed journals, op pieces, and other writings related to project area, strengthen scoping review.

Qualifications

The successful candidate will have an advanced degree in an area such as social sciences, sociology, research analysis, law, business, political science, economics, or public health – and five years of professional experience.

The successful candidate will possess:



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- a) Theoretical and practical understandings of Critical Race Theory, Black Feminist Studies, Black Queer and Trans Studies;
- b) A critical race, queer/trans, and intersectional understanding of social movements as they underscore Black LGBTI experiences.

Additionally, the position requires a demonstrated background in critical qualitative methodologies and approaches situated in the frameworks of African/Black/Caribbean; African/Black/Caribbean; and Decolonizing frameworks. Experience in conducting focus groups and interviews (on/offline) with Black/African/Caribbean communities, designing and carrying out surveys, and writing research reports and journal articles is required. The candidate should have demonstrated aptitude for working alongside community organizations and people through interdisciplinary, collaborative, and participatory frameworks. Fluency in both English and French and experience in working with Black African and Caribbean LGBTQI communities across Canada will be an asset.

Application Process

To put forward your candidacy, please submit a cover letter and resume to:
jobs@egale.ca

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.