



Gender-Based Housing Plan Research & Development Contractor

Contract Period: April 15 2021 – March 1st 2022

Peers Victoria Resources Society is a grassroots organization that has been providing peer-led support services to people in the sex industry since 1995. Peers carries out a variety of outreach and drop-in programs, as well as wellness workshops, housing support, clinical counselling, health care access support, and social justice leadership concerning sex workers rights. Our work occurs primarily in Victoria, the territory of the Esquimalt and Songhees Nations. We maintain a welcoming environment congruent with our values of providing harm reduction, client-centered services which contribute to social justice and draw on experiential knowledge.

Reporting to the Executive Director, and working in collaboration with housing staff at Peers Victoria and a wide variety of partners such as the the Greater Victoria Coalition to End Homelessness, HerWay Home, BC Housing, Wish Society, Island Health and others, the **Gender-Based Housing Plan Research & Development Contractor** will assist in designing a housing service, including operational policies, lead by-and-for sex workers and 2SLGBTQ+ people to address the unique and intersectional ways that sex workers and 2SLGBTQ+ people are denied the right to safe, suitable, and adequate housing. The project is funded by the Victoria Foundation's Fund for Gender Equality. The purpose of this project is to develop and share a peer-led housing services plan to create housing that is safe, accessible, and relevant to sex workers and 2SLGBTQ+ people, which Peers can implement and share with others seeking to implement similar initiatives both nationally and internationally.

Key Responsibilities:

- Synthesize existing research from, Peers and beyond, on sex worker and 2SLGBTQ+ housing;
- Conduct a comprehensive study of policies and practices of housing related to sex worker and 2SLGBTQ+ needs;
- Support the uplifting and preservation of peer-created knowledge through consultations with local peer workers and community organizers on work that is already being done at a grassroots level, particularly Indigenous sex workers and Two-Spirit people;



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- Gather perspectives from Indigenous, 2SLGBTQ+, and sex worker staff, particularly those who have been unhoused;
- Engage in ongoing consultations with sex worker and 2SLGBTQ+ community members, particularly those with current or former experience of being unhoused;
- Consult with relevant community groups and coalitions;
- Create a policy and procedure manual and human resources plan to create a housing service based on these discussions;
- Create a resource for knowledge translation that can be shared with other organizations and communities.

Required Skills and Assets:

- We **require** a team-oriented individual who has advanced research/evaluation and policy writing expertise who has experience leading projects in community based, multi-stakeholder contexts;
- Someone who is approachable, tolerant, non-judgmental, empathic, and calm in conflict or crisis;
- Experience applying program evaluation and qualitative research methodologies to community-based research settings is **required**;
- Skills in knowledge dissemination across multiple audiences (sex workers, 2SLGBTQ+ people, housing service providers, interested public) is **required**;
- Knowledge of housing policies and needs in the context of the sex trade and 2SLGBTQ+ people is an **strongly recommended**, particularly from Indigenous Sex Worker and Two-Spirit lenses;
- Knowledge of Housing First models and the policies and practices entailed in this approach and human rights based approaches to housing is **required**;
- Experience with policies and practices of supportive/supported housing environments and the implications for resident experiences is an asset;
- Excellent organizational and time-management skills;
- Commitment to applying social justice principles to health and social care;
- Basic budget oversight experience;
- General record keeping and file organizational skills.
- Ability to translate knowledge into plain language curriculum for adult learners is **required**;

This contract is expected to be roughly 600 hours, 10-15hrs per week over 11 months \$32-\$40/hr based on experience.



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Please submit your cover letter and resume, along with a relevant writing sample to peershiring@gmail.com by **March 26th, 2020**. We appreciate all applications but only those selected for an interview will be contacted

Applications from individuals with direct experience in any aspect of the sex industry and experiences of being unhoused are especially welcome. We also encourage applications from Indigenous people, persons of colour, persons of various abilities, and people representing diverse genders and sexualities.

If you have any questions about this posting, please contact ed@peers.bc.ca