



**peers**

VICTORIA RESOURCES SOCIETY

## **Program Lead – Peers at Peers: Sex, Gender and Trauma-Informed Harm Reduction for People in Sex Work or Trade**

**Temporary May 1<sup>st</sup> 2021 – March 31<sup>st</sup> 2023**

**(26 hours per week, with additional casual work based on interest)**

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, the **Program Lead for Peers at Peers** works closely with Peers' Harm Reduction Advocate Training and other harm reduction workshop programs, to make peer-led harm reduction work more accessible for sex workers and expand sex positive, gender-informed, and trauma-based harm reduction approaches in the region. The program is funded by Health Canada's Substance Use and Addictions Program (SUAP). The project will leverage Peers' existing peer training curriculum with a program of supported entry to harm reduction work (at Peers and elsewhere). Trainees will represent diverse genders and sexualities and have experience in substance use, and many will have experience in sex work. Existing workshop curriculum at Peers will be expanded by working with other harm reduction and supportive housing sites to offer training in small groups in their COVID group education spaces. The emphasis will be on reaching sex workers, LGBTQ2SI, and Indigenous populations, resulting in learning contexts that are gender accessible and gender diverse.

As this role is intended to work in concert with other Peers services, all hours are to be completed between Monday and Thursday, with some flexibility on Fridays or weekday evenings to facilitate training shifts for program participants. Hours can be completed between 10:00 AM to 4:00 PM on Monday to Thursday, at the applicant's preference.

Additional casual hours will be added to this position on an as needed basis to meet training and program participant demand.

Additional hours can also be added to this position for the completion of administrative and coordination tasks.

### **Specific duties for this position include:**

- Create and maintain list of all peer-based mental health services in the region
- Facilitate Harm Reduction Advocate trainings for 14 participants (6-8 per year)
- Support trainees in participating in 15 training shifts each in Peers programs or other peer-oriented harm reduction organizations
- Provide client-centered advocacy regarding trainees' learning and support needs in their new roles



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- Support trainees in accessing other peer training initiatives in the region as eligible
- Engage in public education about peer-led initiatives and volunteering at Peers
- Support Peers participants in accessing volunteer opportunities at Peers and elsewhere
- Research gaps in harm reduction education in the region (considering overdose data, gender and sexuality, race and geography, and age)
- Co-deliver a monthly 'women's night' at supervised consumption or supportive housing sites with trainees
- Co-deliver monthly harm reduction workshops geared toward sex workers and diverse genders/sexualities with trainees
- Co-deliver a monthly workshop featuring new partnerships in harm reduction work or new audiences for harm reduction education with trainees
- Create new partnerships in the region for workshop delivery
- Case management and record keeping
- Financial record keeping
- Ability to attend biweekly staff meetings
- Adherence to Peers Victoria's organizational policies

### **Skills/Qualities:**

- Strong familiarity with peer-based education and harm reduction work;
- Strong familiarity with group-based facilitation and workshop delivery to multiple audiences;
- Experience planning and applying workshop curriculum;
- Experience supporting or supervising education and training shifts;
- Understanding of trauma-informed care;
- Approachable, tolerant, non-judgmental, empathic, and calm in conflict or crisis;
- Thorough knowledge of sex-positive safer sex and substance use harm reduction models;
- Knowledge of local social services including those related to harm reduction, supervised consumption, supportive housing and peer support;
- Strong interpersonal skills and collaborative, team oriented, ethical service approach;
- Excellent organizational and time-management skills;
- Commitment to applying social justice principles to health and social care;
- Knowledge of diversity of local sex industry and ability to connect with target population;
- Training and professional development in peer support, social service or health care work is an asset;
- An applicable degree related to social services is an asset;
- Strong Microsoft office skills including ability to design and work with excel databases to track training opportunities and ability to create and use powerpoint and other presentation technologies for facilitation and public education components;
- Ability to develop, track, and report on program outcomes;
- General record keeping and file organizational skills.

### **Job details:**

- Hours: 26 per week to be carried out on Monday, Tuesday, Wednesday, and Thursday during late mornings and afternoons with some flexibility to meet participant needs at other



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times of day and on weekends (i.e. for moves, unit showings, etc.).

- Pay rate \$27/hr
- Must have Basic First Aid, Food Safe, and CPR
- Vulnerable Sector Criminal Record Check required
- Position is funded through March 31, 2024.

If you are interested in this employment opportunity, please submit a resume and covering letter that summarizes your relevant experience and skills by April 26th, 2021 to [peershiring@gmail.com](mailto:peershiring@gmail.com).

Applications from individuals with direct experience in any aspect of the sex industry are especially welcome. We also encourage applications from, but not limited to, indigenous applicants, applicants of colour, disabled applicants and applicants representing diverse genders and sexualities.