



peers

VICTORIA RESOURCES SOCIETY

Trans, Non-Binary, and Two-Spirit Inclusion Worker & Drop-In Coordinator
1 p/t position: Minimum of 18 Hours a Week

Peers Victoria is a multi-service, grassroots organization that has been working with sex workers for 25 years. Peers provides outreach and drop-in harm reduction and food security services, as well as wellness workshops, housing support, health support, and social justice leadership concerning sex workers rights, primarily in Victoria, the territory of the Esquimalt and Songhees Nations. We maintain a welcoming environment that prioritizes harm reduction and client-centered service delivery, drawing on social justice perspectives and sex worker leadership.

The aim of this position is to make essential services for sex workers safer, more accessible, and relevant to the needs of the trans, non-binary, and two-spirit (TN2S) community. TN2S people, especially trans women, are disproportionately represented in the sex trade. Further, both the TN2S community and sex workers are more likely to experience economic marginalization, unstable housing, unmet physical and mental healthcare needs, gender-based violence, harassment, and stigma. These same experiences also make it difficult to access service and support organizations. TN2S sex workers thus experience intersectional vulnerabilities and needs.

During the last year, Peers has undertaken a series of community consultations and surveys to garner community feedback on how services and the organization itself can be improved to better meet the needs of TN2S sex workers. This feedback was accumulated in a Community Report of recommendations for Peers and other sex work organizations or organizations that serve TN2S sex workers. This position was created as a result of that report to implement its recommendations.

Reporting to the Program Coordinator & Executive Director, the TN2S Inclusion Worker & Drop-In Coordinator is skilled in harm reduction perspectives & peer-based support, group facilitation, communication & social media, workshop & training delivery, knowledge of community resources, and providing general support. The TN2S Inclusion Worker & Drop-In Coordinator must work collaboratively with staff, program participants, and the TN2S sex worker community to deliver ethical, peer-based, responsive supports informed by our program participants' perspectives and preferences. The TN2S Inclusion Worker and Drop-In Coordinator will have support from a part-time co-worker who has advanced knowledge and experience in delivering this program and will assist with program directions and decisions.

Applicants must identify as transgender, non-binary, two-spirit, or another non-cisgender identity. Applicants who are BIPOC and/or have current or former experience in sex work will be given priority consideration

Specific duties for this position include:

- Plan & facilitate a weekly Drop-In Night for TN2S sex workers at the Peers center (**Additional staff from Peers can be brought in to help facilitate as needed**);
 - Organize the meal for Drop-In Nights;
 - Set up & clean up after Drop-In Nights;
 - Provide harm reduction supplies & emotional support during Drop-In Nights;
- Provide individual and group peer support through the Drop-In Night and individual interactions with TN2S sex workers;
- Take 1 shift in our day-time Drop-In program & 1 shift in our Night Outreach program to help make the spaces more welcoming and inclusive of TN2S sex workers and provide advice on any needed changes to the programs to make them better suited to the needs of TN2S sex workers (4 hours each);
- Conduct an internal audit and review of Peers services based on the recommendations of the Community Report and note where adjustments to or inclusions of services are needed;
- Identify appropriate trainings to bring in for organization staff;
- Liaise with other TN2S inclusion workers and initiatives in the Greater Victoria region on how to best support TN2S sex workers;
- Share information about this initiative among local TN2S sex workers in a way that is respectful of privacy concerns;
- Assist TN2S sex workers with systems navigation and accessing needed resources;
 - Connect participants to other Peers programs and community resources to address support needs;
 - Provide participant-centered advocacy regarding the health and social support needs of TN2S sex workers who work in varying environments (indoors, outdoors, etc.);
 - Maintain a list of community contacts and service options, based on the identification of TN2S and sex worker friendly service providers;
- Document basic statistics on all aspects of program delivery as required by funders;
- Participate in taking bad date and aggressor reports, updating & circulating Peers' bad date sheet;
- Engage professionally and collaboratively with service participants colleagues, & partner agencies (via phone, via e-mail, & in person);
- Adherence to Peers' organizational policies;
- Submit financial and payroll expenses on required forms.



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Desired Skills and Knowledge:

- Knowledge of diversity of local sex industry & ability to connect with target population;
- Experience facilitating community support groups;
- Experience with group and individual peer support;
- Sex work positive and thorough knowledge of safer sex & substance use harm reduction models;
- Knowledge of local health & social service agencies;
- Excellent organizational & time-management skills;
- Approachable, non-judgmental, empathetic, & calm in conflict or crisis;
- Strong interpersonal skills & collaborative, team oriented service approach;
- Commitment to ethical service delivery including, but not limited to: confidentiality, conflict of interest & conflict resolution.
- Understanding of trauma informed care;
- Commitment to applying social justice principles to health & social care;
- Word processing, database & social networking computer skills;
- Completion of training or previous experiences in non-profit social services or health care;
- Understanding of social inequities, human rights, and ability to apply a social justice to health and social services, including a commitment to anti-racism, lgbtq2s+ rights, and addressing the ongoing impact of colonization;
- Additional certification/training in Nonviolent Communication, Nonviolent Crisis Intervention, crisis prevention, conflict resolution, and occupational safety practices are an asset.

Job details and certification requirements:

- Minimum of 18 hours per week. The person who occupies this position will also be considered for casual work in other programs within the organization as eligible.
- Pay rate is \$25-27/hour based on experience.
- Must have Basic First Aid, CPR, & Food Safe.
- Valid Driver's License is required.
- Criminal Record Check required.
- This initiative is projected to take place for 1 year after which it may be renewed based on funding and service need.

If you are interested in this community service opportunity, please submit a resume and cover letter that summarizes your relevant experience and skills to peershiring@gmail.com. Applications will begin to be reviewed on July 20th, but the posting will remain open until

filled.

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 people, people of color, people of diverse genders and sexualities and people with different abilities.