



Workshop Facilitation Peer Worker

Program Position:

iRESPECT integrated Regional Education & Peer Engagement Capacity Transfer, Education & Prevention Department

Supervision:

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Position Summary:

Individual(s) will work in collaboration with other peers and supervisor(s) to develop and deliver a series of 8 workshops to engage the local transgender community in approaches to their unique sexual health needs, increase capacity of sexual health strategies and to engage the local transgender community in approaches to HIV, disclosure, sexual health, mental health, pre-exposure prophylaxis (PrEP), accessing local services and HIV testing.

***This position qualifies as a paid peer position. The honouraria will be \$15 per hour. Note that training for the position is unpaid however resources, food and other requirements will be provided.**

A **peer worker**, for the purposes of ARCH's iRESPECT program, is someone who has experienced situations similar to those faced by the communities the agencies serve – in this case, someone who has lived experience as a transgender, gender diverse, or otherwise non-cisgendered individual. Some Peer Volunteers may be hired if they have a close family member, or friends who have lived experience as a transgender or non-cisgender person(s). Peer Volunteers will use their lived experiences and knowledge to assist ARCH to provide outreach services to individuals in Guelph, Dufferin and Wellington County who are living with, or at-risk, for HIV, Hep C, or other STBBI's. Peer Volunteers are not employees of ARCH. Peer Volunteers may be paid an honorarium for their assistance with programming but will not receive an hourly wage or salary.

Duties:

In collaboration with supervisors and other peers, the worker will:

- Establish clear objectives for all workshops, activities, and projects, communicate those objectives to participants.

- Establish and maintain a positive learning environment during all workshop activities in which participants are actively engaged in the content
- Prepare materials and training venues for workshops
- Adapt training methods and instructional materials to meet a variety of participant's needs including learning styles, backgrounds, and any additional needs
- Plan and conduct activities for a balanced program of instruction, demonstration, and work time that allows participants to observe, question, and investigate materials covered in each workshop
- Facilitate discussions individually and in groups
- Meet workshop and performance goals
- Deliver curriculum according to the content and standards of the program
- Meet professional obligations through efficient work habits such as meeting deadlines, honouring schedules, and coordinating referrals for participants
- Maintain effective record keeping (resources given, number of participants, etc)
- Compile and submit evaluation feedback

Skills Required:

- Lived experience as transgender, gender variant, or non-cisgender individual (see Position Summary for details)
- Personal awareness and emotional maturity
- Time management / organizational skills
- Non-judgmental
- Active listening / listening skills
- Supportive
- A background in HIV/AIDS education, prevention, health care and/or social services (social worker, counselling, therapy, nursing, educator...) considered an asset
- Reliable transportation/being able to navigate Guelph public transit considered an asset
- Must be comfortable discussing sex and sexual wellness, HIV, STI's, mental health and other issues impacting transgender communities

Training / Forms:

The following training / forms must be completed prior to starting the position: Active Listening, ARCH Volunteer Training including modules on ARCH, HIV, Harm Reduction, and Anti-Racism / Anti-Oppression, as well as a skill building Peer Training session, including modules on Active Listening, Motivational Interviewing and Mental Health Interventions

**Time Commitment/
Length:**

This position requires a one year commitment, as follows:

- Mandatory peer training session to be held in August, which is unpaid, however food, accommodations (if necessary) and all other materials will be provided free of cost.
- Full series of 8 workshops to be delivered to the community between September - April (each workshop 1 hour prep + 2 hour delivery)
- Provide feedback and assist in training new volunteers for the following year (training held in August).

**Transportation/
Accessibility:**

Westmount Road office is accessible by car or public transit.

- Guelph Transit: the “3 Westmount” bus line stops just outside of our office.
- There is a ramp into building, building has an automatic door, however front door of office does not have an automatic door, no stairs in building, unisex washrooms, one of which has a safety rail, however neither has an automatic door.

ARCH can provide bus tickets/parking passes to peer workers as needed
Venues for training sessions may have differing levels of accessibility. When a venue is not accessible to a peer worker, training will be provided in a different venue that is accessible to the individual at another date and time.


**Start Date and Work
Hours:**

- Start date: August 2018
- Training session: ARCH online training + one supplementary Facilitation Skills training session (August 2018, dates TBD)
- Workshop delivery: 3 hours/workshop, for a series of 8 workshops (24 hours total)
- Debrief with supervisors after each workshop during scheduled hours.

Other / FAQ:

All peer outreach workers are required to:

- Be over the age of 18 (for safety and legal reasons)
- Attend all training sessions and supervision meetings
- Adhere to all of the policies, procedures, and guidelines of ARCH.
- Behave in a respectful, friendly, approachable and non-judgemental manner.
- Be reliable and on-time for scheduled shifts and activities
- Represent ARCH, other partnering agencies, and themselves, in a positive and professional way
- Agree to refrain from being under the influence of any substance while on a shift
- Have personal knowledge of various issues that our client population faces, including, but not limited to, aspects of medical



transition, experiences of transphobia and cissexism, experiences of mental health struggles including drug use and addictions, involvement with the sex trade and/or HCV and/or HIV diagnosis and/or treatment

- Have strong verbal communication skills
- Work as a part of a team
- Have a desire for continuous learning and to contribute to the local community
- Be willing to work with the supervisors and other staff to grow and develop various transferable skills, and reduce feelings of isolation for transgender, gender diverse and non-cisgendered individuals as well as HCV and/or HIV infected and affected individuals

HOW TO APPLY:

ARCH is a non-profit, community-based agency that offers a dynamic and supportive environment with creative and committed team of staff, peers and volunteers and an opportunity to contribute in a meaningful way to our community. Residing on ancestral and treaty lands of the Mississaugas of the Credit First Nation of the Anishnawbek Peoples, we strive to honour the treaties and support and listen to the original peoples of this land in all we do. We are an equal opportunity employer committed to embracing diversity and individuality, and opposed to practices which discriminate on basis of race, class, ethnicity, gender, sexual orientation, religion, dis/ability, age, or nationality. We encourage all interested individuals to apply.

To apply for the role of Drop-In Peer Support Worker, please send an email to **Jasper Smith, Education Coordinator**, at education@archguelph.ca with your resume and cover letter attached as a Word Document, .DOC, and/or .PDF file and the subject line reading “ARCH Workshop Facilitation Peer Worker Application”. If email is not an accessible format to send in your resume and cover letter, please feel free to call so appropriate arrangements can be made; this will be the only acceptance for phone calls. Please do not call inquiring if you were a successful applicant. We will contact you via the email used to send in your resume or the phone number specified on your resume to notify you of being a successful applicant and for scheduling an interview. **The deadline to apply for this role is Wednesday, August 22nd at 5:00PM EST or 17:00 hours.**

A **resume** should include applicable information about an applicant including: full name (first and last), email, phone number, mailing address, any qualifications, past educational experiences (schools [high schools, colleges, universities...], training [CPR, harm reduction, anti-oppressive practice], workshops, etc.), and past volunteer experiences; all contact information provided within a resume will be assumed that it is appropriate to email, call, and leave voice messages. A **cover letter** should include information about additional experience related to the position, and pose why the position is of interest to you as an individual; state your case.

