



Job Posting: 3-4 Part-Time Position

Respect in Action (ReAct) Youth Program Youth Peer Educators

February 2022

If you have dreamed of working to end Gender Based Violence (GBV), preventing discrimination, and promoting social justice and equity for marginalized youth, this posting may be of interest to you. METRAC's Respect in Action youth program is hiring 3-4 Peer Educators to work closely with the Youth Program Coordinator, and communities of diverse youth affected by higher rates of GBV and social isolation.

ABOUT METRAC: Formed in 1984, METRAC: Action on Violence is an award-winning not-for-profit agency, historically devoted to advancing safety, justice and equity for women and youth. In 2017, METRAC expanded its priority groups to include Two-Spirit, Transgender, and Non-binary people, also known to be at higher risk of experiencing GBV, with less access to relevant resources, services and supports. Our in-person and virtual programs:

- educate to advance the human rights and safety protections of individuals and groups at higher risk of experiencing GBV and other connected intersectional violence
- develop and distribute public safety information and resources
- provide legal information services and resources
- facilitate youth violence prevention/intervention peer education focused on healthy, equal relationships with self, peers, family, and community
- offer community safety trainings and safety audits in residential neighbourhoods, educational campuses, health care and commercial facilities
- promote human rights
- conduct community-based research
- build partnerships to increase and improve social policy and systemic responses to GBV. These partners include individuals, groups, communities, and institutions, working together for changes in ideas, actions and policies toward ending GBV.

Mission: We work to end gender-based violence across communities through education, research and policies.

Vision: A safe Toronto, Ontario and Canada for All.

Values: Equity, Respect, Safety, Feminism(s), Excellence, Innovation, and Collaboration.

Website: www.metrac.org or **Webpage:** www.metrac.org/what-we-do/react/

Respect in Action (ReAct) is a METRAC youth Gender Based Violence (GBV) prevention program offered by a Peer Education (PE) team. Peer Educators

conduct outreach, distribute violence prevention information across Toronto, the GTA, and recently, as COVID-19 continues, PE's outreach has expanded virtually to broadly reach youth through social media, in Ontario and Canada. Prior to COVID, PEs facilitated prevention after-school programs at Toronto schools and community spaces. Whether offered in-person or virtually, ReAct's programs seek to validate youth's knowledge and lived experiences. Program activities are interactive and structured to raise awareness, foster critical thinking and discussions, and introduce youth to community resources, while inspiring youth to take-action in preventing and ending violence within their lives, including relationship with peers, family and communities.

The program prioritizes youth communities affected by higher levels of violence, higher rates of isolation and social marginalization. These groups include youth who could be identified as racialized, immigrants, newcomers, urban low-income youth, youth with disabilities, and 2SLGBTQIA+ and non-binary youth, youth at risk of being trafficked or becoming traffickers, hood youth, and youth who have less access to resources, recreational and after-school programs in safe spaces to promote mental and physical health, and social activities, made worse by social distancing and closures of community spaces because of COVID-19.

Position Summary

Guided by the Program Coordinator, PEs are trained and supported to lead online outreach and violence prevention education programs. PEs work as a team to mentor other youth within a respectful, youth-positive approach. PE's lead by making a real difference in the lives of diverse youth, helping to build youth's leadership skills and knowledge to prevent violence in personal and peer relationships, families and communities. PE's are also trained to lead and co-facilitate community safety audits and social change initiatives, with youth seeking to improve their neighborhoods and communities.

Responsibilities

- Follow METRAC's mission, vision and core values
- Contribute to METRAC's work as a leader in producing and distributing high-quality online youth programs and resources for girls, Two-Spirit, trans and nonbinary youth
- Support all youth while prioritizing youth communities affected by higher levels of violence, higher rates of isolation and social marginalization (e.g., racialized youth, immigrants, newcomers, urban low-income youth, youth with disabilities, and 2SLGBTQIA+ youth, youth at risk of being trafficked/or becoming traffickers, hood youth, and youth with less access to resources, within Toronto and Ontario.)
- Work online to facilitate outreach and promotion of ReAct's program and resources for youth ages 10-17 years, to prevent gendered-violence
- Develop youth specific social media infographics on topics related to: *Gendered Violence, Consent, Healthy, Equal Relationships, Anti-Racism, Anti-Oppression etc.*

- Assist with designing and implementing online workshops/training based on ReAct's curriculum for Youth to learn about the warning signs of abuse, how to get help and support each other when facing personal violence
- Attend team meetings (to plan and debrief program activities and experiences)
- Participate in personal/professional development training towards building skills and knowledge of current issues affecting youth
- Engage in project activities as funding opportunities arise
- Other duties as assigned

Summary of Qualifications

- Passionate about social justice and working with youth to prevent gender-violence
- Experience working with youth and/or a commitment to supporting youth to thrive
- Experience conducting outreach to promote programs and resources is an asset
- Strong facilitation and group work skills
- Strong analysis of and comfort with challenging gender-violence, violence against women and youth and discrimination/oppression issues (e.g. racism, classism, sexism, homophobia, transphobia, ageism and ableism) within a youth-centered model
- Experience in developing online social media content
- Experience utilizing online platforms and tools such as: Zoom, Canva, PowerPoint, Kahoot, Instagram etc.
- A desire to make a positive difference in your community
- A willingness to support the work of other co-educators/facilitators/peers
- A solid understanding of human rights issues, equity, inclusion, anti-racism, anti-oppression, peer education and popular education is an asset
- Commitment to maintaining a positive image and brand of the program online
- Written and spoken fluency in English; other languages a strong asset
- Comfortable doing public speaking, especially with other youth
- Flexible schedule required (e.g., days, evenings, weekdays, weekends)
- Creativity and enthusiasm; reliability, willingness to learn; openness
- Facilitators must get a vulnerable sector police check

Hours of work

6-12 hours per week remotely until further notice

Hourly Rate of Pay

\$15.50 per hour

Deadline for Applications

Tuesday February 15th, 2022, at 11:59 pm

Please apply with a cover letter and a resume describing your relevant work experience, and 3 references to jobs@metrac.org

We thank all applicants for their interest. However, only those selected for an interview will be contacted.

METRAC is committed to equitable and inclusive employment practices and we encourage applications from historically marginalized groups. NOTE: METRAC's current office and meeting space is not wheelchair accessible, but we will work with selected candidates to accommodate their needs and ensure the interview process and job is accessible to them.

Due to COVID-19, the hiring interview will be held virtually, using ZOOM technology.

NOTE: We are hiring 3 to 4 ReAct Peer Educators of all genders, including Two-Spirit, Trans and Non-binary people.

METRAC is grateful to the City of Toronto, Canadian Women's Foundation, and Scotia Bank for generously funding the ReAct Youth Program