

We acknowledge our Provincial Office is located within the ancestral, traditional and unceded territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and sel'íl' wítulh (Tsleil-waututh) Nations.

We acknowledge our job posting is written in the colonial English language and is not reflective or inclusive of all our diverse, non-colonial languages.

HIV and Hep C PEER Position

Status: Part time, 50 hours per month (average 12.5 hours per week; weekly hours are flexible based on needs of project and your schedule. This means some weeks can be more hours, some weeks less, as long as 50 hours are completed per month).

Pay: \$25 per hour, paid bi-monthly (there will be some tax taken off this amount based on law unless you are on disability, as this is within the allowable amount). Contract position until March 31st 2023 (with possibility of extension). 3-month trial period to see if the position is working for you and the organization. This position does not include health benefits or a union. You need a Social Insurance Number on Turtle Island (on the lands that are now called Canada) to apply for this position.

Location: During the COVID-19 pandemic, work hours can be done remotely. Some work hours may need to take place at Options Provincial Office (3550 East Hastings Street, Vancouver). Where most work hours take place (whether remote or in office) is flexible based on your personal needs and preferences.

Which program is this for?

At Options for Sexual Health, we received funding for a project for people who are living with and facing higher chances (due to systemic reasons) for HIV and/or Hepatitis C, and identify as women/womxn (inclusive of Trans, cis-women), Two-Spirit people, Gender Diverse and non-binary people (who were assigned female sex at birth). This project is meant to serve communities across the province of what is now known as British Columbia.

This project involves increasing education and awareness for service providers on the system side of things and also resources for people with living/lived experience with HIV and/or Hepatitis C.

This Peer Position will be working alongside and will have the support of the Knowledge Exchange and Translation Coordinator (KETC), who is in the full-time role for this project.

Who should apply?

It is very important that this project is guided by the voices of PWLE* (people with living/lived experience).

Please note that as a peer position, we are specifically looking for someone with living/lived experience with HIV and/or Hep C (current or cured in the case of Hep C). We welcome you to self-identify within your application, cover letter or resume. (Please *know that beyond self-identifying your HIV and/or Hep C status in your job application, you will not be asked to share any other details about your HIV/HCV story in the job interview*).

We recognize that having living/lived experience of HIV, Hep C or both HIV and Hep C are 3 different experiences and that the Peer Position is not expected to represent all 3.

As a peer, you are incorporating your lived experiences into the duties of this role, which often includes personal disclosures of that lived experience. For example, this position does ask that within educational, peer group settings, and when connecting with other organizations, you are comfortable identifying as a person living with HIV and/or Hep C. You can of course set limits around how much you share based on your comfort level. For example, someone might share that they are living with HIV and/or Hep C and that will be the extent of how much they share. Or they may feel comfortable sharing more about their story in terms of lived experiences of health care, stigma, etc. A person may or may not feel comfortable sharing how they contracted HIV and/or Hep C and that is not required. Additionally, experiences of trauma and violence may not feel safe to share. Please share on your own terms and your safety in sharing always comes first.

This project is geared towards people who identify as women/womxn (inclusive of Trans, cis-women), Two-Spirit people, Gender Diverse and non-binary people (who were assigned female sex at birth). As such, we encourage peers who self-identify with any of these identities to apply.

Our goal at Options for Sexual Health is to be a diverse workforce that includes the voices of those who have been disproportionately affected by colonization and oppression in sexual and reproductive health.

To be a diverse workforce that is representative (at all levels) of the people we serve, we welcome and encourage applications from anyone who identifies as Indigenous, Black, people of color, LGBTQ2SAI+, Two-Spirit person, member of a marginalized populations, and persons with disabilities. If you are a member of any of these groups, we welcome you to self-identify within your application, cover letter or resume.

*We recognize that hiring a diverse workforce is only one step towards meaningful inclusion. We are working with consultants to further guide us in the process of inclusion and steps towards decolonization.

As an important member of the team and to uphold the values of our organization, we are also looking for someone who is passionate about advancing sexual and reproductive health care from a sex-positive, pro-choice, decolonizing, anti-racist and feminist perspective.

What the Position Involves:

- *Direction and Guidance:* As a person with living/lived experience of HIV and/or Hep C, you would be providing direction and guidance to all aspects of the project to help ensure we are meeting the needs of PWLE (we acknowledge however that no one individual can speak for all people).
- *Mapping project:* During an earlier phase of the project, an online map was created to provide service resources for PWLE of HIV and/or Hepatitis C and people who have a higher chance of developing HIV and/or Hep C due to systemic factors. During this phase of the project, you, along with the project coordinator would continue to add, update, and increase advertising of the map. In addition, feedback would be gathered from peers and service providers on whether this map is serving its purpose. To visit this current map, please see: <https://www.hivhcvoptions.ca/>
- *Saturday Safer Spaces Clinic:* At one of our Options for Sexual and Reproductive health clinics in Vancouver, on a Saturday, once or twice per month, you would be developing and facilitating a support/educational group for peers (with COVID-19, this group may take place online).
- *Provincial Outreach and Awareness:* Connecting with HIV and Hepatitis C serving organizations, relevant health care providers and their members to let them know about the project, provide opportunities to work together and connect with PWLE.
- *Education Workshops for Service Providers:* Along with the project coordinator, you would be involved in developing and providing educational workshops for service providers, who may be serving people living with HIV and/or Hepatitis C. The educational workshops would provide information on the living realities and social inequities for people living with HIV and/or Hepatitis C, who identify as women/womxn* (inclusive of Trans, cis-women), Two-Spirit people, Gender Diverse and non-binary people (who were assigned female sex at birth). The

educational workshops would also include information on systemic barriers that can be experienced including marginalization, discrimination, stigma, systemic racism and colonization. The workshops would also provide discussions on how service providers can help decrease any gaps in their services to increase HIV and/or Hep C testing, care, treatment and support for women/womxn, Two-Spirit, Gender Diverse and non-binary people.

- *Resource Development: Along with the project coordinator, you will be involved in developing any needed educational resources for the communities of this project.*
- *Working with various clinical teams and departments at Options for Sexual Health: At Options for Sexual Health, we have over 60 Sexual and Reproductive health clinics across the province of what is now known as British Columbia. With this HIV/Hep C project, there may be occasions where you would be providing feedback, resources or working with different teams at Options for Sexual Health to help ensure that our clinical and educational services are supporting the communities of this project.*

What we ideally hope you will bring to this position:

- Previous experience being an HIV and/or Hep C Peer (whether paid or volunteer)
- Previous experience advocating for HIV and/or Hep C awareness
- An understanding of the HIV and Hep C realities facing women/womxn (inclusive of Trans, cis-women), Two-Spirit people, Gender Diverse and non-binary people (who were assigned female sex at birth)
- Experience providing/facilitating HIV and/or Hep C educational workshops. Any experience with developing workshops would be helpful.
- Experience providing peer support and/or outreach to PWLE of HIV and/or Hep C
- Any previous experience developing and facilitating a peer support/educational group would be helpful
- Experience connecting and providing outreach with HIV and/or Hep C serving organizations
- Being committed to sharing your voice and perspectives in guiding the project
- Being open to teamwork and partnerships
- Having an understanding of intersectional feminism, colonization and being committed to working within an anti-racist, anti-oppression, decolonizing framework
- Being available for occasional evening work and Saturday clinics (twice a month)

- Experience and comfort sharing your HIV and/or Hep C status in the context of peer work, educational workshops and when it is relevant within your work at Options for Sexual health and with other community organizations (however you would of course only share what you feel comfortable with)
- Recognizing how trauma can impact our lives and having some tools to manage through triggers or any trauma responses that may come up in supporting others. (As an organization, we also want to provide any support around this that you may need).
- Being comfortable asking for what you need in this position so that as an organization we can be accountable to you
- Any previous peer or leadership training would be important, as this position does not offer specific training. Ongoing support and feedback, however, will be provided.

Additional Skills and Abilities that we are looking for:

- Ability to travel throughout the province of what is now known as British Columbia (during COVID-19 this will be limited).
- You have ways to communicate both orally and in writing
- You can work independently and also together as a member of a team
- A willingness to work with diverse populations
- You can work collaboratively with external organizations
- You are able to teach, facilitate and lead online and in workshop settings
- You are able to develop and present educational programs and materials
- You have experience using a computer including Microsoft Office, Adobe, Acrobat, Outlook, Internet Explorer, Zoom or other video conferencing
- You are able to plan and organize your work to meet any deadlines
- Leadership skills in creating safer group dynamics with peer groups
- During educational workshops and/or peer support groups, you would have ways to manage any conflict situations, trauma responses and to problem solve
- Ability to work with peers in a caring, confidential, respectful, equal, peer-focused and non-judgmental way
- Knowing personal boundaries with other peers and honoring your self-care
- You have an interest in learning and being up to date with HIV and Hep C information including available resources
- You are able to maintain your own personal wellness while in this position and ask for what you need to be well supported

How to Apply:

Apply online at

<https://www.optionsforsexualhealth.org/employment-application/>. Please include CV and cover letter.

When you apply, you will only hear back from us if you are invited for an interview. However, if you have any questions about this position, please do not hesitate to contact Noor Bajaj at nbajaj@optbc.org.

The person who is selected for this position will need to have a vulnerable sector check that the organization will pay for. Having a record of criminalization does not mean you cannot apply for this position. We are only concerned about situations of violence that could impact someone's ability to safely work with others.

All positions at Options require a signed commitment to Options' mission, values, objectives, and confidentiality policy. Thank you for your interest in Options for Sexual Health. To learn more about us, please visit: <https://www.optionsforsexualhealth.org/>