



**Ontario Coalition of Rape Crisis Centres (OCRCC)
Job posting for a consultant/consultant team:**

Holding and keeping our story: A workshop to enable sexual assault centre cohesion and rootedness in the gender-based violence movement

Ontario Coalition of Rape Crisis Centres (OCRCC) seeks a qualified consultant/consultant team to create a workshop that will enable sexual assault centres to foster cohesion and rootedness in the gender-based violence movement. This short-term contract includes: the development of a capacity-building workshop on the roots and values of the gender-based violence/sexual assault centre movement, including the importance of integrating social justice/advocacy into frontline work; leadership in hosting the capacity-building workshop alongside the [Ontario Coalition of Rape Crisis Centres \(OCRCC\)](#).

About Us

The [Ontario Coalition of Rape Crisis Centres \(OCRCC\)](#) works toward the prevention and eradication of sexual violence. Our membership includes 30+ community-based sexual assault centres from across Ontario, offering counselling, information and support services to survivors of sexual violence. OCRCC speaks up with and for survivors of sexual violence, challenges victim-blaming myths, and reduce stigma for those who have been sexually violated. We speak to the media about the needs of survivors in local communities; we also advocate for marginalized and equity-seeking groups¹. Community-based sexual assault centres services today include: 24-hour crisis counselling, accompaniment to the hospital, court and/or police station, advocacy and referrals, face to face counselling, outreach to diverse communities, information and support for partners, families and friends of survivors, and prevention education on sexual violence². OCRCC also leads a sexual violence bystander intervention campaign called [Draw the Line](#).

About this initiative

[Sexual assault centres in Ontario](#) provide support to survivors of sexual violence and prevention education to the community.

Sexual assault centres are also social justice agencies, with strong organizational social justice and anti-oppression approaches to frontline support. Much research has identified why this approach is valuable and supports survivors' diverse needs: "the reality is that any gains that have been made by women's anti-violence groups, First Nations women, DisAbled women, women prisoners, lesbians, world majority women and women of colour...have all been made with resolute perseverance, unrelenting lobbying...and demands for change"³. A 2018 Ontario report agreed that community-based sexual violence service strengths include: believing survivors as a foundational approach to support; confidential support; culturally safe services and trauma-informed services; and applied anti-racist, anti-oppressive, intersectional approaches⁴.

¹ Ontario Coalition of Rape Crisis Centres. *About Us*. Online: <https://sexualassaultsupport.ca/about-ocrcc/>

² Ontario Coalition of Rape Crisis Centres. *About Ontario Sexual Assault Centres*. Online: <https://sexualassaultsupport.ca/about-ontario-sexual-assault-centres/>

³ Bonisteel, M. and Linda Green. "Implications of the Shrinking Space for Feminist Anti-violence Advocacy". Presented at the 2005 Canadian Social Welfare Policy Conference, *Forging Social Futures*, Fredericton, New Brunswick, Canada: 12.

⁴ Ontario Ministry of the Status of Women and Shore Consulting. November 14, 2017. *FINAL REPORT: Review of Sexual Violence and Harassment Counselling Services and Helplines*: 6-7.

In addition, OCRCC is aware that LGBTQI2S people experience sexual violence differently than others: for example, in its Ontario-wide research, TransPulse found that trans people are the targets of specifically directed violence⁵. Despite this, the mainstream anti-violence movement has often excluded trans, genderqueer, non-binary, Two Spirit, and intersex survivors. OCRCC is committed to creating safer and accountable spaces for trans, genderqueer, non-binary, Two Spirit, and intersex people. In the context of the anti-sexual violence movement, we believe it is essential that we recognize the historical contribution made by survivors with intersecting identities. Having gender diverse people at the OCRCC table and in this movement will enrich conversations, deepen our understanding of sexualized violence and move our work to end sexual and gender-based violence forward⁶.

During the pandemic years, community-based sexual violence support organizations faced many challenges. Like many other workforces, the sexual violence sector has seen significant turnover in staff, including leadership staff. A fall 2022 survey of sexual assault centres in Ontario revealed that 73% of responding standalone sexual assault centres believed that human resources (i.e. hiring and retention) was a significant concern for them⁷. Currently, many sexual assault centre staffs are new to their organization and/or the sexual violence sector. This presents new opportunities, skills and energy for the sector— but also new challenges in holding and keeping our story, as a movement.

In this initiative, OCRCC will engage capacity-building activities that enable new OCRCC Board members as well as new and existing sexual assault centre staffs to foster cohesion and rootedness in the gender-based violence movement and its history.

This initiative is funded by OCRCC's *Fostering Capacity in Sexual Assault Centres in the #MeToo Era* Capacity Building project, funded by Women and Gender Equality until March 31, 2024.

Contract deliverables from the consultant/consultant team include:

Completion of the initiative's main objective: The development of a capacity-building workshop on the roots and values of the gender-based violence/sexual assault centre movement, including the importance of integrating social justice/advocacy into frontline work; and leadership in hosting this capacity-building workshop alongside the Ontario Coalition of Rape Crisis Centres (OCRCC). Workshop to occur in fall 2023.

Completion of the following initiative's components:

1. Develop a capacity-building workshop on the roots and values of the gender-based violence/sexual assault centre movement, including:
 - The importance of integrating social justice/advocacy into frontline work
 - The contributions of trans, genderqueer, non-binary, Two Spirit, and intersex survivors
 - The contributions of youth, elder and Black, indigenous, and other people of color (BIPOC) survivors.
2. Be the lead presenter/presenter team at the workshop on the history, roots and values of the gender-based violence/sexual assault centre movement. Note that planning for this workshop is flexible and its structure is not yet defined: the workshop can include a presentation, a panel of presenters, one or more guest presenters, elders or mentors, or a combination of these.

⁵ Bauer, Greta & Scheim, Ayden. (2015). *Transgender People in Ontario, Canada: Statistics from the Trans PULSE Project to Inform Human Rights Policy*: 4.

⁶ Read more: OCRCC. February 2021. Trans, Genderqueer, Non-binary, Two Spirit and Intersex Equity Statement. Online: <https://sexualassaultsupport.ca/trans-genderqueer-non-binary-two-spirit-and-intersex-equity-statement/>

⁷ This data thanks to: Women's Support Network of York Region. Survey, October 2022. *Question: What external trends and concerns remain for you as a sexual assault centre? Check all that apply.*

This survey saw the participation of 7 respondents from amalgamated SACs and 15 respondents of non-amalgamated SACs

3. Work collaboratively with OCRCC's Members Coordinator and Executive (Board) members to inform:
 - A description of the workshop
 - An outreach and registration plan (internal to OCRCC member centres)
 - A workshop agenda/schedule
 - Other workshop content and speakers
 - A brief and accessible workshop evaluation survey
 - Other relevant logistics.
4. Provide leadership in hosting the capacity-building workshop alongside the [Ontario Coalition of Rape Crisis Centres \(OCRCC\)](#).
5. Provide a brief report on the workshop's objectives and success in meeting these objectives. It will include: the workshop's agenda/schedule, workshop content and speakers, and workshop evaluation survey results.

The consultant/consultant team will demonstrate familiarity with and competency in: expertise in the history of sexual violence and other gender-based violence organizations in Ontario; knowledge and experience in trans, genderqueer, non-binary, Two Spirit, intersex and BIPOC inclusion; knowledge of feminist theory; knowledge and experience with feminist governance values, models and practices; knowledge and experience with anti-oppression organizational change; knowledge of gender-based analysis, as well as an intersectional, anti-oppression and anti-racist analysis; an understanding of the history of oppression and inequity impacting marginalized populations of survivors, such as gender diverse, trans, youth, elder and BIPOC survivors; virtual and in-person educational facilitation experience; short-term project management experience; working with diverse staff; experience with consultation and community-based collaboratives; prior work with small and grassroots community-based organizations; familiarity with the work of [OCRCC](#); demonstrated availability and ability to deliver on the objectives of the project.

Project Duration

This project commences in June 2023 and will end on January 31, 2024. The workshop will occur in the fall of 2023.

Compensation

Compensation for this initiative is \$6000. This includes:

- Workshop development (lead, with input from OCRCC Board, project management staff)
- Meetings with Board and project management staff
- Consultant/lead presenter: capacity-building workshop on the roots and values of the gender-based violence/sexual assault centre movement

Additional resources for other panelists and guests (i.e. speaker honoraria) are also available.

Additional information about this role

This is a remote position. Some travel may be required in this position (approved travel is reimbursed by OCRCC). Please note that no deductions or remittances are made for income tax, CPP or EI from OCRCC. The successful hire assumes responsibility for the declaration of income and remittances owing to Canada Revenue Agency. HST is provided by OCRCC.

To Apply:

Please submit your resume/your team members' resumes as well as cover letter identifying how you are a good fit for this assignment, and the names of three references who can speak to your ability to complete this work **together in one document to:**

Dina Haddish,
Members' Coordinator
Ontario Coalition of Rape Crisis Centres
E-mail: coordinator@sexualassaultsupport.ca

Deadline for submission is: Monday June 5 at 5pm.