



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

Peer-to-Peer Model: Needs assessment, model development, and peer debrief and support facilitation

Ontario Coalition of Rape Crisis Centres (OCRCC) seeks a qualified consultant/consultant team to create a *Peer-to-Peer model for sexual assault centre directors/leaders*. This short-term contract includes a needs assessment, the creation of the peer-to-peer model for directors/leaders, and implementation (six months of peer debrief and support facilitation with sexual assault centre directors/leaders).

About Us

The [Ontario Coalition of Rape Crisis Centres \(OCRCC\)](https://sexualassaultsupport.ca/about-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

Community-based sexual assault centres and other gender-based violence services were confronted with resource limitations and the challenging subject matter of the work well before the pandemic. During the pandemic crisis of 2020 and the years that have followed, additional burdens have affected the people that staff these important services: “staff and EDs [executive directors have] struggled with navigating changes in their jobs, increases in emotional labour for clients and colleagues/staff, and providing different types of care without increased or adequate support or self-care strategies” or compensation³.

As social justice agencies, sexual assault centre Executive Directors also face the challenges of articulating organizational social justice and anti-oppression approaches. Much research has identified why this approach is valuable and specific to the sector and supports survivors’ diverse needs: “the reality is that any gains that have been made by women’s anti-violence groups, Indigenous 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”⁴. More, a 2018 Ontario report agreed that community-based sexual violence service strengths include: believing

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 Mantler, Tara & Burd, Caitlin & Macgregor, Jennifer & Veenendaal, Jill & McLean, Isobel & Wathen, C.. (2022). “There’s no amount of tea in the world that is going to fix the patriarchy right now”: The gendered impacts of the COVID-19 pandemic for women in the gender-based violence sector. *SSM - Qualitative Research in Health*. 2. 100175. 10.1016/j.ssmqr.2022.100175: 5.

⁴ 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.

survivors as a foundational approach to support; confidential support; culturally safe services and trauma-informed services; and applied anti-racist, anti-oppressive, intersectional approaches⁵.

While sexual assault centres' social justice approaches are key to the gender-based violence sector, it can create unique leadership pressures —particularly impacting young, racialized and gender-diverse leaders. A Canada-wide survey of shelters in 2022 found that 61% of respondents identified that low pay and lack of benefits was a major challenge facing gender-based violence shelters, and over half (55%) of the respondents indicated that staff turnover and burnout were threatening their organization⁶. A 2022 survey of Ontario sexual assault centres, likewise, found that 80% (20 of 26 respondent centres) agreed that three years into the pandemic, there are increased challenges related to maintaining staff⁷.

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: To build capacity for member centre leaders through Peer-to-Peer support: Respond to pressures impacting OCRCC member centre leaders (Executive Directors) and support mentoring and succession planning in the sexual violence sector.

Completion of the following initiative's components:

1. Develop and lead a three-month needs assessment of sexual assault centre (SAC) Executive Directors. Needs assessment tasks will include:
 - Surveying of SAC Executive Directors
 - Key informant interviews with OCRCC Executive (Board) members
 - Analysis of data and findings, above, from a Gender-based Analysis⁸+ intersectional, anti-oppression and anti-racist analysis
 - Completion of a report resulting from this analysis
 - Presentation of results.
2. Create a sexual assault centre Executive Director peer support and debrief group meeting structure and discussion content, based on the needs assessment findings.
3. Review the draft sexual assault centre Executive Director peer support and debrief group meeting structure and discussion content with OCRCC Executive (Board) members; collect and implement feedback and recommended additions.
4. Implement the sexual assault centre Executive Director support and debrief group meeting structure and discussion content.

⁵ 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.

⁶ Canadian Women's Foundation. September 2022. *Toward a Thriving Women's and Gender Justice Sector: Canadian Women's Foundation Working Paper – 2022*. 8.

⁷ Ontario Coalition of Rape Crisis Centres (OCRCC). March 2022. *Pandemic trends, SAC services and supporting survivors: Survey results summary*.

⁸ Gender-based Analysis Plus (GBA)+⁸ provides a means to assess how different groups of people experience social issues, policies and initiatives differently. This project incorporates GBA+: it includes an intentional analysis of how gender and other social identities impact the way a person experiences the world around them, particularly in the context of gender-based violence and sexual violence. See: Women and Gender Equality Canada. *What Is GBA+?*. Online: <https://women-gender-equality.canada.ca/en/gender-based-analysis-plus/what-gender-based-analysis-plus.html>

5. Continue sexual assault centre Executive Director support and debrief group meetings for 6 months.
6. Provide recommendations for future improvement and sustainability of the sexual assault centre Executive Director support and debrief group model/meetings.

The consultant/consultant team will demonstrate familiarity with and competency in: developing and implementing needs assessments from a community-based research perspective; knowledge of sexual violence and other gender-based violence organizations; knowledge and experience in trans, genderqueer, non-binary, Two Spirit, and intersex 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 peer support and peer debrief models of support; knowledge of gender-based analysis; knowledge of intersectional and anti-racist analysis; 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; an understanding of the history of oppression and inequity impacting marginalized populations of survivors, such as gender diverse, trans, youth, elder and Black, indigenous, and other people of color (BIPOC) survivors; significant virtual and in-person facilitation experience; some 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 March 31, 2024. The sexual assault centre Executive Director support and debrief group meetings will commence in the fall of 2023.

Compensation

Compensation for project is \$21,200, and is apportioned as follows:

- Conduct needs assessment, analysis and report-writing: \$9000
- Create Peer debrief and support meeting structure: \$1000
- Facilitator for Executive Director Peer debrief and support over 7 months (6 meetings) = \$11,200

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.