



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

WGE Capacity-building project

Ontario Coalition of Rape Crisis Centres (OCRCC) seeks a qualified consultant/consultant team to assist in strengthening OCRCC as a workplace and Coalition through enhanced HR policies/tools and coalition-building practices.

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

Sexual violence is a complex issue that is not readily addressed solely through frontline support services: “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” by coalitions and groups (Bonisteel and Green. “Implications of the Shrinking Space for Feminist Anti-violence Advocacy. 2005).

Elements of an effective coalition are:

- Goal-directedness
- Opportunities for participation
- Diverse stakeholders; fostering diverse participation intentionally; ways of working that reflect organizational values of equity, diversity and inclusion
- Creating new skills
- Positive working environment

These work together to support a coalition’s capacity to achieve its outcomes. Collectively, outcomes support systemic change and systems-transformation (Prevention Technology Transfer Center/Substance Abuse and Mental Health Services Administration (SAMHSA), 2023).

The OCRCC is looking to enhance its practices as an employer and Coalition, with the goal of being better positioned to lead social transformation in our communities, and to end sexual violence.

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/>

This initiative is funded by OCRCC's Capacity Building project, funded by Women and Gender Equality until March 30, 2026.

Contract deliverables from the consultant/consultant team include:

1. Strengthen OCRCC as a workplace:
 - Creation of staff orientation process, practices and documents package
 - Creation of Board processes and practices that reflects organizational values of feminist equity, diversity and inclusion, and do not replicate power-over or risk-management only approaches to leadership
 - Developing paid time off/vacation/sick leave policy for staff
 - Creating/implementing remaining HR and finance practices required for moving from a consultant to staff model of employment
2. Strengthen member participation:
 - Creation of a members' orientation process, practices and documents package
 - Creation of a tool defining meeting delegate role and responsibilities
 - Creation of a tool defining meeting observer role and responsibilities
 - Define associate members' role and responsibilities; reflect organizational values of feminist equity, diversity and inclusion; and do not replicate power imbalances or risk-management approaches to coalition-building
 - Review and improve Group and Caucus processes and tools
3. Work collaboratively with OCRCC coordinator to create opportunities for coalition Board and staff to convene and inform future coalition planning through in-person Board-staff meetings/retreats.
4. Provide recommendations for professional development in the following areas:
 - Foundational staff training, with processes and discussion that reflects organizational values of equity, diversity and inclusion: AODA, Occupational health and safety, workplace violence
 - Consultation with Board and staff on professional development/training needs (technical/skill-building)
 - Consultation with Board and staff on professional development/training needs (anti-oppression/decolonizing/anti-racist/inclusion building)
5. Track project progress/measure success; maintain achieved and remaining activities; lead mid-project and final year strategy meetings; maintain project consultation/meeting notes; and complete reporting back to the funder.

The consultant/consultant team will demonstrate familiarity with and competency in: expertise in feminist governance; 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 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; 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 September 2024 and will end on March 30, 2026.

Compensation

Compensation for this initiative is as follows:

- Year 1 (September 1, 2024 to March 31, 2025) \$2,500 per month not to exceed \$17,500
- Year 2 (April 1, 2025 to March 31, 2026) \$2,500 per month not to exceed \$30,000

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 (and if applying as a team, the resumes of each member) 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: Friday August 2nd, 2024 at 5pm.