Our Organization...

Egale Canada Human Rights Trust (Egale) works to improve the lives of LGBTQI2S people by informing public policy, inspiring cultural change, and promoting human rights and inclusion through research, education and community engagement. Egale’s vision is a Canada, and ultimately a world, without homophobia, biphobia, transphobia and all other forms of oppression so that every person can achieve their full potential, free from hatred and bias.

Our Team...

Our work, individually and collectively, is guided by a set of six commitments which are at the very heart of everything we do:

**Integrity** - We Lead with Integrity
**Diversity** - We Embrace Diversity
**Growth** - We Foster Growth
**Learning** - We are Always Learning
**Collaboration** - We are Stronger Together
**Intention** - We Act with Purpose

Egale Youth Outreach (EYO) Overview

Addressing higher rates of homelessness and suicidality among lesbian, gay, bisexual, trans, queer/questioning, intersex, and Two-Spirit (LGBTQI2S) youth populations has been a key priority at Egale. Egale Youth OUTreach (EYO) Counselling Centre, which provides a range of services and support that help to stabilize crises and address the needs of youth, up to age 29 identifying as LGBTQI2S.

Our service is currently staffed 10:00 am-8:00 pm Monday – Thursday, and 10:00 am-6:00 pm on Friday. Support services are available Monday-Thursday 2 pm-8 pm and Friday 2 pm-6 pm. Hours are subject to change based on program and participant needs.

This is An Exciting Opportunity To...

Work with us in our EYO Drop in Centre on a full-time basis, in permanent role reporting to the Program Manager, Egale Youth Services and...
• Using a harm reduction and trauma-informed approach, complete intake and assessment of new participants, including ensuring program eligibility, and assessing immediate and longer-term participant needs and goals
• Provide crisis intervention counselling and support, and clinical counselling as required, including completing suicide risk assessments, and creating safety plans with participants
• Connect participants to Support Workers to receive short-term case management and support related to housing, income and other resources
• Research and connect youth to community resources and supports which recognize and can address the unique needs of youth identifying as lesbian, gay, bisexual, queer, and in particular, youth who identify as trans, genderqueer, and/or non-binary
• Support the overseeing of the Egale Youth OUTreach Living Room area where participants wait for services, and monitoring the overall physical and emotional safety of the space; managing potentially escalating situations
• Share responsibility during open program times with other EYO staff, for overseeing scheduling of appointments, ensuring a manageable service flow, and ensuring access to support workers and resources
• Actively participate in team meetings and individual/group clinical supervision
• Provide program coverage and support as needed, including tasks such as assisting with the preparation, set up and closing of snack and drinks area, and ensuring cleanup and maintenance of serving area during open program times
• Train, supervise and support volunteers and students in all aspects of their work, including working in the kitchen and drop-in areas, as well as providing crisis intervention counselling, case management support and follow-up with participants
• Assist and support EYO’s group counselling, recreation and/or therapeutic programs
• Ensure confidentiality, collection of data and completion of case file documentation as required
• And other duties, as directed, for the delivery of the department’s strategic priorities and/or to meet key deadlines.

We’re Passionate About Finding Someone Who...

• Knowledge and experience working with communities experiencing marginalization and underrepresentation, in particular LGBTQI2S, racialized communities, newcomers/immigrant populations and those living in poverty
• Masters Degree in social work (MSW), psychology, or a related program and/or an equivalent combination of education/experience
• 2+ years’ experience providing counselling and support to youth related to such issues as homelessness, mental health, trauma, transitioning and/or coming out, substance use, family support, accessing legal support, housing, employment and education
• Personal identification as trans, queer or on the LGBTQI2S spectrum, lived experience within one or more equity-seeking groups and the ability to speak a second language are considered assets
• Experience working in drop-in settings, working within a peer-support framework, and/or providing Cognitive Behavioural Therapy (CBT), Dialectical Behaviour Therapy (DBT), Brief Solution-focused Therapy and/or Trauma-focused Counselling
• Demonstrated commitment to social justice, harm reduction, and anti-oppression principles, and to strengths-based, trauma-informed, participant-centred practices
• Experience assessing and prioritizing needs and knowledge of community-based resources and government agencies related to the needs of LGBTQI2S youth
• Demonstrated ability to work independently and within a team, to problem solve, and to remain flexible and able to adapt within a busy and changing environment
• Ability to manage conflict, crises and escalating situations calmly and confidently
• Excellent written and verbal communication and organizational skills
• Brings a strong understanding of intersectionality and Antiracist and Anti-Oppression practices
• Has experience working in a not-for-profit, LGBTQI2S community and/or social justice environment
• Has knowledge / lived experience with the diverse experiences and identities of LGBTQI2S communities

We’d Like You To Know...

Applications will be considered as they are received until the position is filled. While we thank all candidates for their application, only those selected for an interview will be contacted.

Accommodations are available on request for candidates taking part in all aspects of the selection process. If you require an accommodation (including alternate format materials, accessible meeting rooms or other accommodation), please let us know and we will work with you to meet your needs.

Egale’s Statement on Employment Equity and Diversity
Egale Canada Human Rights Trust is committed to ensuring that members of traditionally marginalized groups, from a broad range of communities, feel empowered to apply for positions within the organization. We encourage qualified applicants to consider work and volunteer opportunities with Egale as we recognize that a diverse work force and volunteer base are critical to accomplishing our mission. The organization is dedicated to taking proactive steps to overcome historical patterns of discrimination in our society which have created barriers of race, colour, religion, sex, national origin, age, disability, language, class, sexual orientation, and gender identity or expression for some individuals and have resulted in the denial of their full participation in society.

Join Our Team and Be Part of Our Mission! To apply, please submit your application to jobs@egale.ca