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Title: Harm Reduction Student Placement

Location: Sistering - HR Office

Hours: Based on the agreement

Sistering is a dynamic trans-inclusive women's organization that offers practical and emotional support through programs which enables participants to take greater control over their lives. Sistering works to change social conditions which endanger women's welfare.

Position Summary: The Harm Reduction Student Placement will be responsible for supporting harm reduction program and resources, referrals, accompaniments and housing support to women who access the harm reduction program. The Harm Reduction Student Placement will work as part of a HR support team, and will report to the Harm Reduction Coordinator.

Responsibilities:

- 1) Work productively and collaboratively within a team to provide intake, referrals, housing and advocacy support to women from the harm reduction community
- 2) Support women using harm reduction services with informal counselling and trauma-informed interventions
- 3) Support housing partnerships from a harm reduction framework
- 4) Support housing access for women in the harm reduction program
- 5) Provide Research on proactive housing stabilization supports
- 6) Provide Research on eviction prevention and re-housing support services
- 7) Conduct community mapping to connect newly housed individuals to their communities
- 8) Accompany HR staff at outreach for housing, to build and maintain responsive relationships with landlords to troubleshoot and support the resolution of tenancy issues, mediating when required
- 9) Accompany HR staff and participants for housing visits, and related processes like furniture bank application, etc.
- 10) Work with Harm Reduction Coordinators and harm reduction participants and peers to explore and create opportunities for harm reduction programming and to support existing harm reduction programming including kit making sessions, recreational and art programs and evening/morning drop-in programs
- 11) Deliver harm reduction programming and participate in the distribution of kits and information related to safer drug use
- 12) Conduct outreach and provide information, community referrals and resources to participants related to sex work, mental health, substance use issues, health and housing
- 13) Supports HR team to develop, plan and deliver programming that is responsive and meets the needs of participants
- 14) Facilitate small and large educational sessions
- 15) Identify, intervene and effectively deal with emergency, crisis and conflict situations
- 16) Assist in the implementation of appropriate program evaluation tools
- 17) Complete program evaluations and participate in priority setting for Sistering's harm reduction program

- 18) Write reports, maintain up to date files, and prepare monthly statistics
- 19) Complete and maintain related excel sheets, and data analysis
- 20) Participate in HR team meetings
- 21) Occasionally assist with the purchase and maintenance of program equipment and supplies
- 22) Participate in regular supervision meetings with the Harm Reduction Coordinator
- 23) Provide advocacy services on behalf of women within Sistering and with other agencies
- 24) Collaborate with service users to identify directions and methods for social change
- 25) Develop and engage in advocacy in order to address systemic issues of homelessness and poverty with an emphasis on sex worker rights and consumer survivor initiatives
- 26) Develop and maintain strong working relationships with community partners/agencies
- 27) Work in partnership with women, community groups, coalitions and agencies to develop strategies for community action and prevention programs
- 28) Participate in assigned trainings/ workshops
- 29) **Follow Sistering safety protocols, such as:**
 - Any offsite activities (outreach, housing visits, kit distribution, etc.) **MUST** be in the presence of an HR staff
 - In the case of any emergency, or violent incident, the student cannot intervene without an HR staff presence
 - The agency Harm Reduction Policy will apply to the student placements, too.

Qualifications:

- Thorough understanding of /or experience working in programs serving women with complex intersecting needs including homelessness, mental health issues, substance use and histories of trauma
- Strong understanding of client-centered, trauma-informed and anti-oppression practices
- Demonstrated commitment to principles of harm reduction framework
- Understanding of peer led model of engagement and low barrier framework
- Proven ability / interest in program development
- Proven ability / interest to provide case support and advocacy to women from a feminist and anti-oppression perspective
- Thorough knowledge of / or experience with community-based resources and services including housing, legal, income support, health, substance use, mental health and settlement
- An understanding of systems that cause and support homelessness, poverty and marginalization
- Highly developed interpersonal skills and ability to build effective relationships with participants, team members and community partners
- Strong communication skills, both written and oral
- Strong analytical thinking, problem-solving, team building and priority setting skills
- Educational background in social work/social services/human services/ public health or equivalent education and experience
- Additional languages besides English would be a strong asset
- A valid Ontario Driver's License would be an asset
- Proficient with Microsoft Office

For more information, please contact: Zahra Bolouk, Harm Reduction Coordinator at zbolouk@sistering.org / 416-926-9762, ext.266