



POSITION DESCRIPTION

POSITION TITLE: Queer and Trans BIPOC Engagement Facilitator

RESPONSIBLE TO: Chief Operating Officer

GENERAL ACCOUNTABILITIES:

*The **Queer and Trans BIPOC Engagement Facilitator** serves as a champion of the Vision and Mission and promotes an environment that is consistent to the Health Centre's Statement of Values and Principles. The Trans-Feminine Peer Support Group Facilitator is an essential member of the client-centered health professional team. The Trans-Feminine Peer Support Group Facilitator will work with the members of the Health Centre's teams to effectively and efficiently serve Health centre clients through traditional, non-traditional and innovative approaches to service delivery within the broad determinants of health framework.*

SUMMARY OF FUNCTIONS:

The **Queer and Trans BIPOC Engagement Facilitator** will organize, promote and facilitate one in-person social engagement for Queer and Trans BIPOC folks each week. These engagement events will alternate between youth and intergenerational foci. Outside of these engagements, the facilitator will provide feedback, recommendations, data and any client referrals to LGBTQ+ Advocate. They will attend meetings with community partners. They will also initiate and carry out engagements within the Queer and Trans BIPOC communities to encourage greater involvement at Compass and our partner agencies. Upon hiring, peer support training will be provided. There is also opportunity for additional training as it relates to the position.

SPECIFIC ACCOUNTABILITIES:

1. Facilitate in-person social engagement events.
2. Create and disseminate promotional materials for events.
3. Determine community needs and gaps in services within Hamilton, and evaluate program effectiveness at meeting needs
4. Provide monthly reports with feedback, recommendations and data on support groups
5. Work collaboratively with other employees and community partners
6. Convey accurate and timely information on community resources to group participants
7. Connect participants with Compass LGBTQ+ Advocate for further support
8. Attend monthly community and partnership meetings to advocate for community needs, collaborate with community initiatives and receive peer support and mentorship
9. Occasional community outreach
10. Attend trainings from partner organizations
11. Other duties may be assigned

QUALIFICATIONS:

1. Strong knowledge of barriers faced by Queer and Trans BIPOC folks, including experiences of racism and discrimination based on sexual orientation and gender identity; lived experience with QT BIPOC communities considered a strong asset
2. Thorough knowledge and understanding of community and transition-related resources
3. Knowledge of social determinants of health and how they affect QT BIPOC communities an asset
4. Lived, personal and/or professional experience working with BIPOC communities an asset
5. Lived, personal and/or professional experience in peer support an asset
6. Knowledge and willingness to work within a client-focused, anti-racist, anti-oppressive framework
7. Demonstrated ability to be flexible, and possess excellent organization and problem-solving skills
8. Good communication and interpersonal skills, with demonstrated ability to work with staff, clients and community partners to ensure an effective and efficient working environment
9. Knowledge and proficiency in the use of personal computers, various word-processors and database packages and online video conferencing platforms

I understand the requirements, essential functions and duties of the position.

Employee Signature

Date:

Revised: February 2021