

2019 - 2020 Peer Workshop Facilitator Job Application

*****DEADLINE EXTENDED*** APPLICATIONS DUE APRIL 15th, 2019 at 5PM**

Role Context

For over 15 years, residents in McGill's Student Housing have participated in equity workshops, known as "Rez Project". In these workshops, students are equipped with tools to create more supportive and inclusive communities. Discussions range from issues related to equity, difference, and power to gender, sexuality, consent, race, and colonialism. The soon-to-be-renamed program expands on this tradition, by offering workshops outside of student housing, as well.

The Office of the Dean of Students is currently seeking applicants to join our 2019-2020 team of Peer Workshop Facilitators. This job is an exciting opportunity for students interested in learning about equity education and peer facilitation. Training for these positions is robust, with a view to ensuring that this programming is engaging, active, and impactful. Like this past year, we want to create a skilled team of facilitators who are knowledgeable, collaborative, and supported in the critical work of rolling out equity education in student housing and beyond.

Role Description

The Peer Facilitator role is an opportunity for graduate and undergraduate students to learn and practice advanced facilitation techniques, as well as to lead the delivery of several workshops on topics related to equity and inclusion. As mentioned above, workshops will cover a variety of subject matter, including race and anti-racism, Indigenous histories and realities, gender, sexuality, ability, consent, and sexual violence awareness and prevention. Facilitators will also help to identify and contribute to the future directions of the program. This is an opportunity to apply knowledge acquired from your field of study and personal experiences to support first year students and contribute to making campus more inclusive and equitable.

Role Responsibilities

All Facilitators will:

- Engage in 30 hours of in-person training and up to 5 hours of independent reading and reflection in August, as well as an additional 8 hours of training in January
- Prepare for and facilitate an average of 10 workshops in the Fall and 10 workshops in the Winter
- Assist with the logistics of the workshops, including setup, teardown, liaising with Residences Operations, supporting the organizing team, and other organizational tasks
- Assist with assessment, report on workshops, and help the Coordination Team identify future directions for the program

Time commitment:

- August 14th - August 31st: 15-20 hours per week
- September & October: 5-10 hours per week
- November & December: 0-5 hours per week
- January & February: 5-10 hours per week
- March: 0-5 hours per week

Role Duties:

Each Facilitator must commit to the following:

- **Facilitator Training** (30 hours of in person training, plus 5 hours independent reading and reflection):
 - Dates TBD between August 14th and September 3rd 2019.
- **Facilitator training part 2** (January 2020)
- **Prepare for facilitating workshops**
- **Facilitate an average total of 20 workshops over two 6-week periods in Fall 2019 and Winter 2020**
- **Regularly meet/ report to the coordination team**
- **Assist with getting workshop participants to complete assessments**
- **Participate in reflection sessions to determine future directions of the project**

Contract Specifics:

- Contract runs from August 14th, 2019 to April 30th, 2020
- Wage is set at \$15.32 per hour
- Employees will be members of the Association of McGill University Support Employees (AMUSE)

Role Qualifications:

Applicants must be registered McGill students (PhD, Graduate, or Undergraduate) in good academic standing during the 2019-2020 academic year. In addition, we seek Facilitators who have some or all of the following qualifications and experience:

- Experience in leadership roles and event coordination
- Experience facilitating workshops and educational content on issues related to equity, anti-discrimination, inclusion, anti-racism, trans issues, consent, and social justice
- Advanced understanding of (studying, researching, and confidence discussing) issues related to equity, inclusion, education, active learning, discrimination, intersectionality, mental health, ability, feminism, class, Indigenous histories and realities, decolonization, LGBTQIA+ issues, anti-racism, ethnicity, sexual violence awareness and prevention, facilitation, social work, sociology, political science, psychology, and/or any other relevant topic or field
- Experience working with and/or familiarity of McGill policies and resources
- Humility, patience, confidence, passion, and empathy
- Excellent communication skills, particularly in small groups and public speaking settings
- Capacity to deal with sensitive and potentially divisive topics in a conciliatory, sensitive, and inclusive manner
- Passion and/or experience working with youth
- Experience living and/or working in McGill Residences is an asset, but not required

Additionally, we are hoping to hire a minimum of 2-3 Facilitators who have capacity to facilitate in French, and 1-2 Facilitators with capacity to facilitate in Mandarin. We have also set goals to hire a Facilitation team that is representative of the community and issues being discussed in these workshops. We strongly encourage applications from persons from underrepresented communities (e.g., racialized, BIPOC, LGBTQIA+, Indigenous, Disabled).

Please feel free to indicate any relevant information with respect to any of these points in your application.

Selection Process:

Each applicant is asked to submit **their student number, a CV, and a short written application** (.doc or .pdf) of no more than the word limits noted below. Please address both parts one and two.

Part 1 (400 words max)

- Please tell us about yourself and your knowledge of the subject matter and workshop topics. In responding to this question, we encourage applicants to self-identify with respect to the points mentioned under *Role Qualifications* (e.g. race/ethnicity/nationality, sexual orientation, gender identity, academic background, language aptitudes etc.).
- Please outline any skills you have developed that are relevant to this role, in particular your workshop/ active-learning/ educational facilitation experience with the subject matter of these workshops.
- Why do you believe it is important to create spaces for challenging conversations and learning about equity in the context of community living? How do we do this with a plurality of identities and political opinions?

Part 2 (150 max per scenario)

- Scenario question(s) - When answering these questions, focus on how you would facilitate respectful conversation around the issue, your facilitation dynamic, the context of marginalization of specific communities, and reflect on the complexity of the issue. There is no single right answer.
 - 1) You and your co-facilitator are explaining the definitions of LGBTQIA+. A student says that in the country where they're from, "there are no gay people." Your co-facilitator responds by saying that it's probably just because in the student's home country, "gay people are persecuted". The student becomes really angry. How do you deal with the situation?
 - 2) The discussion in a workshop you are facilitating turns toward the idea of reconciliation. One student asks a question around not understanding why, "the bar is lower for Indigenous students applying to University." They question if it is "truly fair for some students to be admitted to McGill with lower grades than others". How would you facilitate dialogue around this issue?
 - 3) You are facilitating a workshop on gender and sexuality when the discussion suddenly turns towards freedom of speech in the context of pronouns. A student who hasn't said anything and has looked puzzled since the beginning of the workshop says, "like I think I understand what you're saying about pronouns, but at what point are we infringing on free speech? I don't understand why people should get in serious trouble for using a different pronoun for someone". How would you handle this situation?

In terms of the selection timeline, please be aware of the following dates:

- **April 15th @ 5pm:** Applications close
- **August 14th - August 30th:** Facilitator training
- **April 23rd - May 1st:** Interviews
- **September:** Workshops begin

***Email your applications in PDF or Doc form to
rezproject.residences@mcgill.ca before April 15th @ 5pm***