



Position: Full Time

Title: Community-Based Research Assistant

Position Type: Contract

Length: 1 year with potential for renewal

Rate of Compensation: \$28-\$30 per hour + benefits and 3 weeks of vacation

NATURE OF THE WORK:

The Community Based Research Assistant will work in close collaboration with Emilie Coyle, JD, Executive Director of the Canadian Association of Elizabeth Fry Societies, as well as Dr. Jennifer Leason and their research team on a 3-year Canadian Institute of Health Research (CIHR) grant “Honouring Voices and Visions: Illuminating Incarcerated Indigenous Women and Gender-Diverse peoples, Sexual, Reproductive and Maternal-Child Health and Wellness.”

Emilie Coyle is the Executive Director of the Canadian Association of Elizabeth Fry Societies. Emilie has practiced family, criminal and immigration law. In addition to her professional accomplishments as a bilingual legal professional and not-for-profit advocate, Emilie was a co-founder of Parents 4 Diversity, a citizen’s group working with parents and teachers to address discrimination with the goal of making schools safer for all children and youth and a proud sponsor of LGBTQ+ refugees for many years. Prior to taking on the role with CAEFS, she worked as Director of National Programs at the University of Ottawa’s Refugee Hub. Her experience in civil society has taken her from Canada’s west, to the east, and she now makes her home on unceded and unsurrendered Algonquin territory, in Ottawa with her two children – Maia and Niko – and her partner, Adam. Emilie is passionate about the power of community and actively pursues ways to animate community-building. This includes supporting the essential on-the-groundwork of the many Elizabeth Fry Societies across the country.

The Canadian Association of Elizabeth Fry Societies (CAEFS) works to address the persistent ways in which women and gender-diverse people impacted by criminalization are denied humanity and excluded from community. CAEFS envisions a world without prisons with strong and well-resourced communities for everyone.

www.caefs.ca

Dr. Jennifer Leason is an off-reserve member of Pine Creek Indian Band; Associate Professor and CIHR Canada Research Chair Tier II in Indigenous Maternal Child Wellness from the University of Calgary.

<https://www.jenniferleason.com>

INCARCERATED INDIGENOUS WOMEN AND GENDER-DIVERSE PEOPLES HEALTH: The research project:

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“Honouring Voices and Visions: Illuminating Incarcerated Indigenous Women and Gender-diverse peoples Sexual, Reproductive and Maternal-Child Health and Wellness” aims to understand and address the Over-incarceration¹ of Indigenous women and gender-diverse people and current health and wellness realities. Indigenous women are overrepresented within the Canada correctional system and federal prisons. Despite representing just 4% of the Canadian female population (Arriagada, 2016), Indigenous women accounted almost 50% of all women incarcerated in federal prisons designated for women in the 2020-2021 fiscal year (OCI, 2021). While admissions to federal prisons have declined over the last decade in Canada, the number of Indigenous people experiencing incarceration has increased by 73.8% (OCI, 2019). For many Indigenous women and gender-diverse people, involvement in the criminal justice system stems from complex collective and individual life experiences marked with racism, violence, and exploitation. These experiences are effects of historical and ongoing colonization in Canada, which create social inequities that result in disproportionately poor health and social determinants and outcomes among Indigenous peoples.

The CBRA will work closely with Emilie Coyle and CAEFS, Dr. Leason, and the research team that includes undergraduate and graduate students, Elder Co-Chair, Indigenous researchers, community collaborators and coordinators. The research includes collaboration with Indigenous peoples, communities, Bands, Nations, Tribal Councils, and organizations including CAEFS, and the Native Women Association of Canada (NWAC).

GOALS OF THE RESEARCH PROJECT:

- I. Conduct collaborative research through interdisciplinary and multisectoral teams with Indigenous and allied researchers, Knowledge Keepers, healthcare providers, national advocacy organizations including Canadian Association of Elizabeth Fry Societies (CAEFS); Native Women’s Association of Canada: NWAC, Correctional Service of Canada (CSC), and academic institutions (UCalgary, McMaster, Lakehead U, UManitoba, SFU, USask, Dalhousie U);
- II. Explore the context and connection of gender, wellness, and trauma in relation to sexual, reproductive, and maternal child health of incarcerated Indigenous participants;
- III. Generate evidence on sexual, reproductive, and maternal child health of incarcerated Indigenous women and gender diverse people through a scoping review, quantitative and decolonizing qualitative (arts-based) methods.
- IV. Inform equity-informed innovation through knowledge translation activities such as sharing of arts-based expressions of incarcerated women and gender-diverse peoples health, as well as identifying policy priorities and options to address incarcerated Indigenous health disparities and inequities.

The incumbent can resident anywhere in Canada and will work remotely from their home residence, and will report to Emilie Coyle and Dr. Jennifer Leason. This is a Full-Time (5 days/week – 35 hours per week) role for a 12-month period, with possibility of extension depending upon funding and need.

PRIMARY PURPOSE OF THE POSITION: (KEY PURPOSE, FUNCTIONS, ROLES):

¹ The team acknowledges the deficit-based language relayed in the current state of incarcerated Indigenous women's and gender-diverse peoples health. However, the research gaze is NOT focused on women and gender-diverse people, but redirected at examining historical, political, and institutional impacts of racism, sexism, and colonialism by illuminating incarcerated Indigenous women's and gender-diverse peoples voices and experiences of health and visions for improved wellness.



The primary purpose of this role is to manage the initiation, conduction and final reporting of research projects related to Indigenous health and incarceration. This includes the start-up, management of day-to-day research activities and knowledge creation and dissemination related thereto.

Qualifications/Expertise Required:

Required:

- Undergraduate degree required, Master's degree preferred.
- Minimum 3 years of related experience in a research setting supporting research activities
- Effective oral and written communication.
- Exceptional interpersonal skills, including cultural safety and inter-cultural competency when working with and for First Nation, Métis and Inuit peoples, communities, and organizations.
- Extensive knowledge and understanding of Indigenous Peoples in Canada, their cultures, histories and traditions
- Understanding and knowledge of Indigenous affairs, and norms and standards relevant to promotion and protection of Indigenous peoples' rights
- Familiarity and experience with knowledge translation and community engagement
- Research analytical skills. This includes knowledge and practical experience with quantitative and qualitative data entry, analysis, interpretation, and knowledge dissemination.
- Proven ability to exercise initiative in conducting research and ability to work both independently and within a team environment.
- Proven ability to synthesize information.
- Ability to conduct comprehensive literature reviews.
- Ability to exercise tact, discretion, and confidentiality in dealing with research participants, external agencies, and researchers.
- Knowledge of Indigenous research ethics and protocols and methodologies. This includes key application of TCPS2 and Chapter 9: Research with First Nations, Métis, and Inuit Peoples.
- Effective time and project management skills, including the ability to meet timelines and deadlines
- Proven organizational skills, including managing multiple research projects, outcomes/dissemination with multiple (competing) stakeholders and partners.
- Accuracy and attention to detail.
- Ability to set priorities and complete deadlines.
- Excellent computer skills, including proven experience with MS Office (Word, Excel, PowerPoint); Ability to create databases and datasets with Excel.

Preferred:

- Experience and skills with SPSS, SAS, STATA, MAXQDA, ENDNOTE.
- Indigenous lived experience is preferred (self-identity as Indigenous and/or experience living /working with Indigenous peoples and/or communities)
- Extensive knowledge and understanding of Indigenous Peoples in Canada, their cultures, histories, and traditions;
- Familiarity and experience with knowledge translation and community engagement; and

- Familiarity and understanding of the social determinants of health.

Accountabilities/Tasks and Duties: (Results and outcomes expected when roles are carried out successfully, with supporting details on how results are accomplished):

Research (30%)

- Supports the development, management, and operation of research activities.
- Supports the development of data collection, instruments, and databases.
- Provides support to staff or community members involved in data collection and analysis
- Negotiates procedures and timelines with external agencies involved in data collection
- Supports the principle investigators in the writing of reports, scientific abstracts, presentations, and manuscripts
- Conducts literature reviews and summarizes relevant literature
- Prepares ethics applications, renewals and assists with grant applications

Community Outreach (30%)

- Work with Indigenous and ally researchers from various universities, as well as community organizations and community-based researchers.
- Work with Correctional Services Canada (CSC) to acquire CSC data
- Exercise relational accountability through respectful, reciprocal, and relevant research relationships, partnerships and collaboration with Indigenous participants, communities, organizations, and external stakeholders.

Project Management (20%)

- Coordinates the development, management, and operation of the research project. Including managing timelines, deadlines, and outcomes
- Managing multiple stakeholders, research partners and organizations.
- Assists with setting up project plans, mapping and supporting the team to set and keep internal and external deadlines.
- Follow up with key stakeholders and the research team to ensure activities are completed.

