Gender expression is for everyone:
A trickle-up approach to systemic human rights-related changes in Ontario schools

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CALL FOR APPLICATIONS:

Knowledge Mobilization Manager (Research Assistant)

November TBA 2020 – August 31st 2021

150 hrs @ $42.73 (incl. vacation pay/pay in lieu of benefits)

Project Description

Canada is in the midst of a gender human rights law revolution. Beginning in 2002, federal, provincial, and territorial governments across the country began adding the terms "gender identity" and/or "gender expression" to their human rights laws. In 2012, Toby's Act amended the Ontario Human Rights Code to include both terms. Protection from gender identity discrimination is generally required only for transgender people, and only if their transgender status is known. On the other hand, protection from gender expression discrimination may be universal. After Toby's Act, every single Ontarian - whether transgender or not - conceivably has the right to express masculinity or femininity (or both, or neither) in their own way and not experience discrimination.

This position leads an established faculty and graduate student research team in translating and mobilizing findings from a recent SSHRC Insight Development Grant in order to directly address the incremental and uneven rate at which K-12 school structures and practices are changing in response to the advent of gender expression human rights protections. In the absence of top-down systemic changes to Ontario (and other) public school structures and practices that continue to expect gender-conformity and sanction its opposite, our outreach activities in the coming year will provoke "trickle-up" systemic change by providing K-12 students, K-12 school staff, and legal professionals with a series of tools for bringing gender expression protections to life in a particular school.

Supported by the successful candidate, the research team will finalize and create two comprehensive websites that host a range of accessible materials designed to bring about the systemic enactment of gender expression human rights in Ontario schools through the aggregate impact of individual actors. The education-facing website will target both students and teachers. For students who face gender expression discrimination at school, this website will foster the requisite skills and knowledge to identify and act on their experiences of gender expression discrimination. A key student-facing resource to be developed is an online
asynchronous module on legal self-advocacy. For school staff who face gender expression discrimination, this website will connect them directly with local school board policies and advocacy resources, as well as union policies and contacts. Lastly, teachers and school administrators who recognize the presence of gender expression discrimination in their school will have access to a collection of tip sheets and curated resources, all of which prompt proactive change. The law-facing website will include a database of human rights tribunal decisions and other materials to enable lawyers to better represent clients who have experienced gender expression-based discrimination in K-12 schools.

The overall goal of the endeavour is to create gender expression-related systemic change in Ontario's publicly-funded education system by enhancing the self-advocacy capacity of transgender and/or gender non-conforming K-12 students and school staff, enhancing the capacity of K-12 teachers and administrators to provide a learning and social environment that is free from gender expression discrimination, and supporting legal professionals in litigating clients' experiences of ill-treatment in Ontario schools as gender expression discrimination.

**Duties**

The successful candidate will work closely with the PI and Co-PI and be responsible for coordinating all knowledge mobilization (KMb). Duties include:

- Initiate, manage, and publicize multiple simultaneous KMb activities (social media campaigns, videos, webinars, summits, etc.) aimed at diverse stakeholder groups including youth, families, K-12 and higher education institutions, and human rights and civil society organizations
- Manage the development of the project’s websites, liaising between the web designer and the PI
- Supervise and support the work of RAs and GRFs
- Attend all research team meetings
- Participate in drafting conference and grant proposals
- Complete required training on project protocols and software programs
- Other duties as needed

**Qualifications**

*Required*

- Prior experience as part of a research team
- Informal (can be non-remunerated or volunteer-based) project management experience including the management of multiple deadlines and outputs
- Top-notch communication, collaboration and time management skills
- Excellent English language writing and oral communication skills
- Highly detail-oriented
• Facility with social media platforms (particularly Instagram and Twitter)
• Strong knowledge of gender diversity (i.e., transgender and/or nonbinary issues/identities); fluency with gender-neutral they/them pronouns (oral and written)

Preferred:

• Project management experience including the management of multiple deadlines, outputs and team members (preferably other Research Assistants, whether graduate or undergraduate)
• Experience working collaboratively with creative professionals, NGOs, educators, legal professionals, and/or government
• English-language editing skills
• Familiarity with Wordpress editing and design (for occasional website maintenance)
• Previous qualitative research experience (in addition to own graduate research an asset)
• Working knowledge of French

Application Information

To be considered for the position, please send the following to Dr. Lee Airton by email (lee.airton@queensu.ca) before midnight on **October 30th 2020**:

1. A cover letter in which you...
   a. briefly describe your own research and/or professional interests;
   b. describe how you meet each required and (if applicable) preferred qualification by highlighting relevant academic and non/academic experiences that have prepared you to undertake the duties described;
   c. and, if known, other employment and program-related obligations in the fall and winter semesters in addition to this position (if offered).

2. An updated academic CV

3. The names and contact information of **one academic or professional** referee who can attest to abilities and experiences relevant to the duties required in this position.

Selected applicants will be contacted for an interview during the week of November 2\(^{nd}\) using Zoom, between 11AM and 6PM EST.