

## Job Posting - Staff Representative

### Equity Rights Representative, USW National Education Department

The United Steelworkers Canadian National Office is seeking to hire a full-time Equity Rights Representative. The position will be based in the Union's Toronto office.

The position will be in the Education and Equality Department. In collaboration with the department leader, other staff of the department, and other staff assigned to national equity committees, this staff representative would:

#### Campaigns, events and committees:

- Stay informed of major human rights events occurring nationally, including by liaising with district staff assigned to district human rights committees. With the latter, create and keep in touch with a network of USW human rights activists
- Play a key role in planning national and other campaigns and events to ensure that human rights content is incorporated throughout, and generate ideas for national actions and programs related to same
- Support local unions, in all districts as requested, on issues of equity, including providing support to staff and local leaders as they deal with practical issues impacting equity in the workplace and/or local
- Work with national committees as assigned, including coordinating committee-member follow-up and action, making meeting arrangements, offering support to committee members for in-person and/or online events in their local and/or district as requested

#### USW Anti-harassment/anti-violence policy:

- Be deeply aware of the USW anti-harassment and anti-violence policy and of the roles and responsibilities of the different players involved in implementing it, and as requested, facilitate workshops about the policy for local unions and other bodies of our union
- Upon occasional request, conduct investigations under the policy

#### Education:

- Facilitate/co-facilitate and update designs as needed for USW's courses on the duty to accommodate, mental health, and human rights. Create useful tools for local unions as needed.

**United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union**  
**Syndicat international des travailleurs unis de la métallurgie, du papier et de la foresterie, du caoutchouc,**  
**de la fabrication, de l'énergie, des services et industries connexes**

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- In collaboration with other staff of the department, recruit and orient facilitators for human rights related courses
- Assist local unions to create individualized accommodation plans when requested

The successful candidate should:

- Have a good understanding of human rights concepts and the ability to do independent research about human rights legislation in all relevant jurisdictions
- Have experience and/or knowledge of individualized accommodation plans and grievances, and the differences between and interaction between the two
- Have a critical understanding of racism, anti-Black racism, anti-Indigenous racism, homophobia, transphobia, sexism, ableism, and white fragility, and be able and comfortable to engage in difficult discussions about same
- Be able to explain key human rights concepts in clear language, such as white fragility, gender identify and gender expression
- Demonstrate a long-standing commitment to human rights, through personal action and collective activism
- Have experience initiating and carrying out projects or campaigns
- Have experience facilitating group discussions and learning activities
- Have some experience with conducting and documenting investigations of grievance or other kinds of complaints and have a basic knowledge about conflict transformation
- Be comfortable using gender-neutral language in speech and writing
- Demonstrate the ability to write, in a clear manner, a range of documents from short email messages to longer project proposals
- Be familiar with the use of some online tools and platforms

USW is committed to employment equity and encourages applications from members of equality seeking groups, including women, people of colour, Indigenous people, people with disabilities, as well as members of the 2SLGBTQIA+ community.

This is a bargaining unit position covered by the Staff Representatives' Union, with a starting rate of \$96,596.09 and a top rate of \$125,648.28 plus lease vehicle, per diem and a generous benefit and pension package.

The position will be located in Toronto and will require frequent travel throughout Canada.

Candidates should submit their cover letter and CV by September 15, 2023 to Meg Gingrich, Assistant to the National Director, United Steelworkers at [careers@usw.ca](mailto:careers@usw.ca).  
Mailing address: 800-234 Eglinton Avenue East, Toronto, Ontario M4P 1K7.

All applications will be kept confidential. Only applicants to be interviewed will be contacted.