



Researcher Description

Local Racism & Marginalization Study: Cowichan Valley

In collaboration with community partners, the Cowichan Intercultural Society (CIS) will undertake a study of racism & marginalization in the Cowichan Valley. While there are national and provincial data, our community requires local data and narratives from local residents to best implement aligned, locally informed action.

The Study will also inform Workplace Intercultural Fluency development — in particular, monitoring the impact of the training. The assessment also informs a Sustainability Plan for the trainings.

This research will inform an Anti-Racism strategy for the region.

The ideal Candidate will have:

- Post-secondary education
- Knowledge of social science research and testing methodologies
- Familiarity with data management
- Excellent verbal, written and interpersonal communications
- Experience working in intercultural and inclusive communities
- Experience with social-purpose organizations and community-based research
- Ability to work flexible hours
- Ability to work independently and as a team member
- Excellent computer skills, working knowledge of Windows operating system, Microsoft Office
- Skills and tools for findings-dissemination and knowledge mobilisation

Responsibilities

- Coordinate with the Executive Director regarding research objectives
- Work according to project brief and deliver regular project updates
- Develop and direct research, including surveys, interviews and focus groups
- Create a plan of action, set project goals, and manage to completion
- Establish community partnerships and foster relevant collaborations, including formation of a research advisory via the CIS Equity & Inclusion Task Force

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- Formulate effective and efficient research methodologies
- Design surveys, questionnaires, polls, etc. specific to research requirements
- Perform interviews, concept tests, etc. to gather data (using interpretation and translation as required, and adhering to the highest ethical standards)
- Seek Ethics Board review as appropriate
- Perform evaluative analysis of data
- Organize and maintain research
- Frequently self-audit work and check data for errors and inconsistencies
- Publicly acknowledge, in French and in English, financial support received from the Government of Canada for this research, in all communication materials and promotional activities related to the research
- Document, report, and present research results to the Executive Director
- Disseminate findings broadly in consultation with the Executive Director, including connection with community stakeholders
- Include diverse voices and perspectives (especially those with lived experience of racism) throughout the process at all levels and all stages.

Individual researchers and research firms are invited to respond.

Rate, terms and timeline are negotiable.

Project can begin as soon as possible, with an ideal start date not later than January 6th, 2021.

Proposals/applications should be submitted to Cowichan Intercultural Society Attn: Lynn Weaver, by December 15, 2020.

Please include:

- CV or resumé detailing relevant education and experience
- Link to or copy of recent relevant research you have conducted

Cowichan Intercultural Society acknowledges the first people's historical and current relationship to this land on which we work, in Hul'q'umi'num Mustimuhw traditional territory, including Quw'utsun (Khowutzun), Stz'uminus, Ditidaht and Malahat.

While all applications are sincerely appreciated, due to volume, only those shortlisted will be contacted.

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