

Job Posting

Peer Research Assistant

About Roots Community Services

Roots Community Services Inc. (RootsCS) is a charitable organization that provides culturally relevant programs and services to inspire residents in the Region of Peel, primarily from the Black and Caribbean communities, to make positive changes in their lives and within their communities. We aim to assist our clients by providing pathways to achieve their full potential and find solutions to improve their health, well-being, and quality of life.

The Position

Roots Community Services (RootsCS) is collaborating with partners from the Region of Peel - Health Services (ROP - HS) and the Black, African and Caribbean (BAC) Community Health and Wellness Collaborative (BAC Collaborative) to co-design and implement a community assessment (CA) to explore and understand the current state and needs of BAC families in Peel. The scope of the CA is pregnancy, birth and early childhood up to four years of age.

The BAC Collaborative was established in 2021 to address health inequities related to vaccination. Since then, its focus has evolved to address broader health and wellness needs for Peel's BAC communities. The BAC Collaborative works with community leaders, partners, and individuals to improve health and wellbeing outcomes by:

- Co-designing holistic health strategies
- Addressing barriers and disparities such as access to services and system navigation
- Advocating and building capacity for sustainable service pathways for BAC communities

Terms of Contract: Temporary position with a Maximum 12 months contract
Hours of Work: 4 - 6 hours per week
Compensation: \$25 per hour
Start Date: Immediate Opening
Reports to: Manager, Knowledge Research and Innovation

36 Queen Street E., Lower-Level Brampton ON L6V 1A2 Canada

Our Commitment to and Progress Towards Dismantling Anti-Black Racism

Roots CS and the BAC Collaborative have a strong focus on dismantling anti-Black racism and white supremacy. This commitment is in response to the recognition that Black people systemically experience the health system differently from white and non-Black people. In this work, we are committed to disrupting and reconstructing the processes, practices, and systems that contribute to anti-Black racism.

If you are motivated to improve the health of the community and eager to learn about research, we would like to hear from you.

The Project

Purpose and Objectives of the Community Assessment

The community assessment (CA) aims to centre the voices and experiences of Peel's BAC families (pregnancy up to age 4), by affirming and uplifting cultural values, strengths, resilience and caregiving practices to support holistic health and guide collective action.

The objectives of the CA are:

1. To explore, honour and amplify experiences of BAC families when navigating the health system
2. To learn about BAC families' strengths and needs and how they seek help related to pregnancy, birth, maternal/newborn care, child development and parenting
3. To explore BAC families' experiences and access to supports related to stress, mental wellness, and child development concerns

The Role

We are seeking two (2) Peer Research Assistants (PRAs) for 4 hours per week for 12 months. The PRAs should have recent life experience (within the last 5 years) related to pregnancy, birth, newborn care and parenting during the early years (up to age four) to join the Research and Engagement team for the CA. The PRA should identify as a member of the Black, African and/or Caribbean communities. We are seeking representation across diverse, intersecting lived experiences and identities, including (but not limited to) parents and other caregivers (e.g., grandparents, aunts, cousins), newcomers to Canada, 2SLGBTQ+ individuals and individuals from various socio-economic backgrounds

The PRAs will draw upon their personal experiences to help inform the planning and implementation of the CA.

- No research experience is required; training will be provided
- Recent life experience (within the last 5 years) related to pregnancy, birth, newborn care and parenting during the early years (up to age four)

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- Interest in learning more about community- research and planning and implementing the CA with community partnership.
- Motivation to engage with local communities and interest-holders
- An understanding of and commitment to uphold to equity, diversity and inclusion principles
- Hybrid and flexible work arrangements for this position

Responsibilities

- Attend research team meetings (in-person or remote)
- Attend trainings as required
- Share lived experiences to help inform decisions
- Support study activities (e.g., ethics application, planning, and implementation)
- Co-design research tools (e.g., focus groups/interviews/survey questions)
- Support participant recruitment and data collection
- Support community engagement & promotion
- Contribute to report writing and knowledge translation
- Other responsibilities as assigned

What's in it for you?

The opportunity to:

- Collaborate with a variety of community partners to promote the health and wellbeing of BAC communities
- Develop skills in codesigning a project
- Learn about research skills (e.g., community-based participatory research, Afrocentric principles/methodology)
- Shape future programs that are focused on BAC families (pregnancy to 4 years)
- Learn about community data governance
- Engage in active and ongoing diversity, equity and inclusion activities and committees

How to Apply

To apply, please contact People & Culture at careers@rootscs.org. Please provide your name, contact information and a brief statement of your interest in this role.

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