



Centre for Equality Rights in Accommodation
Centre pour les droits à l'égalité au logement

Job Posting: Research Assistant (4 positions)

Application Deadline: Monday, December 6, 2021 at 5:00 pm EST

Please note that interviews for this position will be held between December 13 – 22, 2021.

CERA is currently recruiting four Research Assistants, funded by the Canada Summer Jobs program. This is a 7-week full-time (40 hours / week) contract position, from January 10, 2022 – February 25, 2022. The hourly rate is \$14.35/hour.

About CERA

CERA is one of Canada's oldest charities working to advance the right to adequate housing. Founded in 1987, CERA has worked tirelessly for over thirty years at the intersection of human rights and housing and is one of Canada's leading NGOs working in the areas of social and economic rights. CERA works to advance the right to adequate housing by:

- **Serving clients to help them stay housed:** CERA provides free services to tenants facing eviction and human rights violations in their housing, and we are experts in these fields. Each year we provide services to over a thousand tenants and we are highly effective in ensuring that some of the most vulnerable Ontario renters remain in their homes.
- **Providing education and training about housing rights:** CERA provides public education and training on housing rights and human rights in housing to diverse groups across Ontario, reaching approximately 1,000 people annually. We work with community partners to train individuals and communities about their housing rights and how to assert them, and we engage with landlords to educate them about their obligations as housing providers.
- **Advancing progressive housing policy:** CERA advances progressive housing policy through research, policy development, advocacy and litigation. Notable achievements include setting a legal precedent preventing landlords from discriminating against renters who receive social assistance, launching a constitutional challenge against the federal government for failing to take action against homelessness, and coordinating the Right to Housing Toronto Campaign (R2HTO).

The Opportunity

We are seeking four motivated individuals with strong skills in research and communications. Reporting to the Manager of Research and Knowledge Mobilization and working closely CERA's Researcher, the successful candidate will support CERA's research work and in particular, primary data collection and secondary research for a study measuring discrimination in Toronto's private rental housing market, similar in principle to CERA's 2009 ["Sorry it's Rented" report](#). The ideal candidate would have knowledge of the rental housing market and discrimination, would have experience working in a collaborative and professional work environment and bring strong research, communications, time management and problem-solving skills to the position.

Your responsibilities will include:

- Conducting primary data collection (paired testing) to facilitate an audit of discrimination in Toronto's private rental housing market, including outreach to housing providers, recording, and coding data.
- Conducting secondary academic and policy research to support CERA's study of discrimination in Toronto's private rental housing market.
- Providing other support to the Manager of Research and Knowledge Mobilization and other members of the research team in the execution of this research project.

Qualifications

- Be between 15 – 30 years of age at the start of employment
- Be a Canadian citizen, permanent resident, or person to whom refugee protection has been conferred under the Immigration and Refugee Protection Act for the duration of the employment
- Have a valid Social Insurance Number at the start of employment and be legally entitled to work in Canada in accordance with relevant provincial or territorial legislation and regulations
- Ability to multi-task, thrive in a fast-paced environment, meet deadlines, adapt quickly to change, problem solve and manage competing priorities
- Strong research and analytical skills and oral and written communication skills in English. Working proficiency in languages other than English is an asset
- Advanced proficiency in Microsoft Office (Word, Excel, PowerPoint)
- Ability to work in a collaborative team environment
- Cultural sensitivity and a commitment to principles of equity

To apply for this job

Please submit a resume and cover letter as one PDF document, quoting the position title in the subject line to:

Hiring Committee
Centre for Equality Rights in Accommodation
427-192 Spadina Avenue
Toronto ON M5T 2C2
Email: opportunities@equalityrights.org

CERA welcomes applications from diverse individuals who self-identify on the basis of any of the protected grounds under the *Human Rights Code*. We are committed to full compliance with the *Human Rights Code*, the *Accessibility For Ontarians With Disabilities Act*, the *Occupational Health and Safety Act*, and all other applicable legislation. We will provide accommodation during the hiring process upon request. Information received relating to accommodation measures will be addressed confidentially.

We thank all applicants for their interest.
Only candidates selected for an interview will be contacted.
No telephone enquiries please.