



HOUSING TO HEALTH – PEER SUPPORTER

POSITION TITLE: Harm Reduction Outreach Peer Supporter

CONTRACT POSITION: Full-time contract position until **March 31st, 2028**, with the potential for renewal, pending funding.

DEPARTMENT/PROGRAM: Housing to Health Program (H2H)

REPORTS TO: Manager of Peer Support Programs

SPECIAL NOTE: A reliable vehicle, valid Canadian driver's license, and insurance are required for this position.

PURPOSE:

Housing to Health is a collaborative between Blue Door Shelters, LOFT-Crosslinks, and Krasman Centre, through United Way Greater Toronto by Service Canada. H2H is a Housing First Program that supports people that have experienced chronic or episodic homelessness into housing while providing continued support & capacity building for them to maintain their housing. The Peer Supporter collaborates with Housing to Health participants to provide individualized and flexible supports to engage and integrate them into the community, helps to facilitate their access to resources and supports to maximize their independence and potential, and promotes their recovery.

Lance Krasman Memorial Centre for Community Mental Health provides programs and services to enhance the lives of individuals with mental health and addiction challenges to promote and sustain recovery and wellness. Krasman Centre is unique in that our agency is led and run by people with lived experience of mental health and/or addiction challenges, as well as family members/caregivers.

“Peer support is a naturally occurring, mutually beneficial support process, where people who share a common experience meet as equals, sharing strengths and hope, allowing people to learn ways of coping from each other. Formalized peer support begins when persons with lived experience, who have received specialized training, assume unique designated roles...to support an individual's expressed wishes.”

Source: Addictions and Mental Health Ontario's, Best Practices in Peer Support

"Peer support is not scripted. It does not follow steps. It is about relationship. It comes from the heart through insight and knowledge gained from experience."

Source: Mental Health Commission of Canada, Guidelines for the Practice and Training of Peer Support.

Peer Supporters have gone through a process of recovery and have obtained peer support related training to assist others with mental health/addictions and other adversities to identify and achieve life goals as part of their own recovery. Peer Supporter use strengths-based and recovery-oriented approaches with individuals and/or groups to help combat stigma, promote self-determination, and instill hope.

We are seeking an individual with personal lived experience of substance use that significantly impacted their life, who is able to intentionally and safely draw upon their own experiences to support others. The successful candidate will demonstrate a strong commitment to harm reduction principles and practices, recognizing that recovery and wellness are self-defined and that everyone deserves dignity and respect. Experience navigating mental health and/or housing challenges is also considered a strong asset.

The role of this Peer Supporter will be to provide wrap-around supports to participants of the Housing to Health program in finding and maintaining housing.

This position requires travel to Krasman Centre Drop-in's, Blue Door Shelters locations, Loft Crosslinks locations, travel to various locations throughout York Region including visits to various community partners. Includes some work from home in a safe, secure and confidential space.

EQUIPMENT/MACHINERY/TOOLS:

Computer, cell phone – provided by Krasman Centre for this role

This position provides support across a large geographical area. The Successful candidate must have reliable vehicle/valid Canadian driver's license and proof that insurance covers use of personal vehicle to transport project participants (participant transportation - post pandemic)

RESPONSIBILITIES:

- Support the delivery of the Housing to Health project – specifically supporting those that identify as not housed (examples include - living in shelter, couch surfing, unstable housing, housing unfit for human habitation, living rough)
- Engage with individuals, orient individuals to role of peer support worker, and identify need for service
- Provide in person outreach harm reduction and peer supports throughout York Region including but not limited to; visits to encampments, shelters, community centres etc.

- Work shifts (1-3 per month) on the LOFT Street Outreach van (a valid driver's license and clear driving abstract are required)
- Build rapport and provision of basic needs support and harm reduction supplies
- Collaborate with individuals, promote self-advocacy and support individual to advocate for themselves
- Provide information on self-help, recovery/wellness, crisis planning and prevention and empowerment tools as requested by the person
- Participate in Drop-Ins for regular follow-up and informally link individuals to broader social networks as well as service supports
- Provide ongoing and relevant life skills training and supports
- Provide individual and peer support
- Provide opportunities for individuals to participate in peer-led recovery education groups
- Uphold the rights of participants to have their voice heard
- Engage in limited assessment, using the least harmful and non-stigmatizing language, and carryout in collaboration with the participant
- Function as a positive role model and practice good self-care.
- Educate team and broader community on peer support and peer support principles.
- Participate in Housing First related training offered to all staff at collaborating agencies around the barriers faced and crisis management for this specific population
- Communicate the participant's goals and plans to other Housing to Health team members in order to ensure seamless support with direction from program participant
- Work closely with the Housing to Health project team and the shelter teams at Blue Door Shelters.
- Build, maintain and strengthen working relationships with community service providers, including expanding the existing list of community supports.
- Collaborate in internal meetings, and meetings with other service providers.
- Follow up with collaborating organizations and partnering agencies to ensure data relating to Housing to Health participants are being appropriately recorded, maintained and submitted to Blue Door Shelters.
- Complete documentation and data collection as required and submit to Supervisor and Blue Door Shelters as required
- Provide regular monthly reports
- Able and willing to practice and promote harm reduction practices and anti-oppression practice
- Attend staff meetings and staff training as required
- Maintain the confidentiality of all participant and agency information
- Other duties as assigned.

OCCUPATIONAL HEALTH & SAFETY

All employees are responsible for carrying out work in a way that does not adversely affect their own health and safety and that of others. All employees are expected to

learn, understand and adhere to health and safety policies and procedures.

Physical requirements of the role include but are not limited to sitting, standing, walking, light to heavy lifting, transporting materials.

EDUCATION, SKILLS AND KNOWLEDGE:

- Self-identify as an individual who has lived experience with substance use/addictions and homeless/ housing challenges. Additional lived experiences of mental health challenges would be considered an asset to this role.
- Personal experience in recovery from mental health, addiction and / or homelessness challenges, and ability to draw upon wellness and recovery in providing intentional peer support and
- Ability to engage in participant interactions, which negotiate complex boundaries of self-disclosure and appropriate working relationships.
- In-depth knowledge of recovery, harm reduction and the peer support movements
- Familiarity with the principles and values of peer support and Intentional Peer Support
- Knowledge and skills in providing support from an anti-racist, anti-oppression framework
- Knowledge and experience in providing trauma-informed peer support
- Ability to meet and engage participants “where they are at”
- Understanding of issues of homelessness and rehousing issues
- Knowledge of relevant mental health, health and housing related legislation
- Extensive knowledge of local community mental health, addictions and housing services and other resources, including formal and informal supports
- Direct experiential knowledge of community supports and services an asset
- Excellent oral and written communication skills
- Skills in Peer-informed documentation
- Strong computer skills, and ability to collect relevant data, and submit reports as required in timely and accurate manner
- A second language reflecting the local community is an asset

SCHEDULE/WORKING CONDITIONS:

- Full time (37.5 hours per week) Contract position until March 31, 2028. Extension of contract may be available pending funding.
- Some weekend, evening and holiday working hours may be required.
- Frequent travel to various program sites throughout the catchment area of York Region.
- In person (community) and virtual supports (from safe confidential space) will be required
- Wage range for this position is \$23.50 to \$25.00 per hour

HOW TO APPLY:

- Email your resume and cover letter to Julie, julie.shand@krasmancentre.com and Wren at w.braaten@krasmancentre.com. Your cover letter should include:
 - Why you would like to work in this collaborative program and in a Harm Reduction Outreach Peer Support position.
 - How your experiences match the job requirements.
 - What specific skills you can bring to this role.
- Please quote “Outreach Harm Reduction Peer Supporter, H2H” in the title of your email.
- This posting will be **Open until filled**
- While we sincerely appreciate all applications, only those candidates selected for interviews will be contacted.

Krasman Centre is a progressive work environment committed to employment equity and the promotion of diversity in the workplace. *Those who would contribute to the further diversification of the organization are encouraged to apply and include, but are not limited to,* members of Black, Indigenous, racialized, immigrant, 2-SLGBTQ+ communities, and people with disabilities.

If you require assistance with the application process or wish to receive this posting in an alternate format, please contact us:

General email address: info@krasmancentre.com, Toll free phone #: 1-888-780-0724

Accommodations are available on request for candidates taking part in all aspects of the selection process as per the Ontario Human Rights Code.