

Subject Matter Experts- Gender-Based Violence project

Short-term, part-time contract opportunities,
March to July 2025

About the Belonging Network:

For almost 50 years, the Belonging Network has provided groundbreaking programs for families, children, and youth. We believe that everyone needs to belong. We're working for a world where every child and youth has the love, stability, and support they need to reach their fullest potential.

The Belonging Network helps find families for the hundreds of children and youth in BC who are waiting for a permanent home. We provide education, support, and connection for BC's adoption and permanency community, which includes prospective and waiting adoptive parents, adoptive families, and families providing other forms of love and stability (such as guardianship, relatives raising relatives, and Indigenous customary forms of care). We support thousands of young people aging out of government care and navigating early adulthood.

About the project:

Our AgedOut.com website supports youth and young adults in and from BC government care in transitioning to adulthood. The Gender-Based Violence (GBV) Project aims to enhance the content on the AgedOut.com website by applying a **Gender-Based Analysis Plus (GBA+) lens**. The project is intended to raise awareness among young people about the root causes of violence and empower them to be safe disruptors in their communities, both in-person and online. Resources and tools will be developed to provide information on topics related to gender-based violence (GBV), including sexual health/sex education and healthy relationships, for both victims and perpetrators and those who support or work with them. The goal is to equip youth and young adults with the tools to stay safe, access support, and make informed decisions about what is right for them.

About the role:

We are seeking 5 Subject Matter Experts (SMEs) with strong knowledge of gender-based violence, drawn from professional and lived experience, and experience supporting youth and young adults aged 17-27. These are short-term, contract opportunities active between March to July 2025.

SME's will be expected to provide expertise related to one or more of the following areas:

- Intimate Partner Violence (focus on relationships and dating)
- Sexual Violence
- Sexual Health/Sex Education (related to consent and gender norms)
- Cyber/Tech-Facilitated Violence
- Knowledge of systemic and institutional barriers



We value diverse perspectives, as the project is committed to supporting young people across multiple intersectional identities. One or more of the following lived-experience lenses is particularly valuable:

- Black, Indigenous, People of Colour (BIPOC)
- Rural/remote BC communities
- Queer and Trans
- Male-identified
- Immigrants and Refugees

Activities and deliverables:

Site Audit (1 SME)

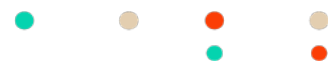
Approximately 80 hours over 4-6 weeks, between March to May 2025

- Review existing site resources (Info Pages and 14 Quests) to identify areas for updates, auditing language, terminology, and tone to ensure resources are trauma-informed, in alignment with GBA+ lens, and appropriate for the target audience.
- Refine content in the *Exploring Identity* quest to include inclusive language around gender identity, expression, and sexual orientation.
- Document written recommendations for resource updates, and provide suggested language, terminology, and tone changes for alignment with a GBA+ lens.
- Collaborate with the project and technical audit team to implement recommended changes and provide insights during project meetings.

Content Development (4 SMEs)

Up to approximately 300 hours per SME over a 3-month (15-week) period, between March to July 2025

- Develop content for 3 new Quests (interactive digital learning tools) tailored to youth and young adults, ensuring alignment with a GBA+ lens. Focus areas include:
 - Root Causes of Violence: Understanding gender-based violence and social norms.
 - Safety Awareness: Online/community safety, being a safe disruptor, and accessing support.
 - Sex Education & Consent: Gender norms, personal agency, and healthy relationships.
- Develop content for 2-4 new resources (Info Pages and Tip Sheets) covering GBV topics, with a focus on prevention, intervention, education, and support services.
- Collaborate with the project team and AgedOut Youth Advisory Committee to ensure content is relevant and impactful.
- Participate in project check-in meetings to provide updates and feedback.
- Engage in outreach, as needed, to gather insights that will directly contribute to developing new resources and digital learning tools on AgedOut.com.



Qualifications & skills:

- Deep understanding of Gender-Based Violence and approaches related to survivors and/or perpetrators
- Knowledge of violence prevention community resources accessible to youth and young adults in/from care
- Comfortable with digital resource creation, including awareness and learning materials
- Understanding of Trauma-informed Care, Anti-Opressive, and Intersectionality frameworks
- Strong communication and interpersonal skills, and ability to collaborate with others
- Computer proficiency and solid writing skills, using Microsoft programs (Word, Excel)
- Self-motivated, proactive, and able to work with minimal supervision
- Fluency in English is required. Additional languages are a plus
- Previous experience building digital interactive learning tools and/or experience with learning management systems is considered an asset.

Working conditions and compensation:

- Short-term, contract role based on a compensation rate of \$50/hour
- Work from anywhere in BC. You must supply your own laptop and reliable Internet connection.
- Flexible hours with some required real-time meetings on an anticipated bi-weekly basis with the majority likely to take place in the evenings.

To apply:

Submit your Resume and Cover Letter to gbv@agedout.com by March 21, 2025.

SME Audit Role:

1. Review the provided webpage <https://agedout.com/topic-resources/abusive-relationships/>
2. Include in your cover letter a written paragraph that includes a **written analysis** identifying areas for improvement based on a Gender-Based Analysis (GBA+) framework, specifically auditing for tone, language, and terminology. Also, detail your interest and availability for the project.

Content Development Role:

1. Detail your interest and availability for the project.
2. Include in your cover letter a writing sample (paragraph or attached), specific to your area of expertise, outlining your approach to content creation and how you would apply a Gender-Based Analysis+ (GBA+) lens to develop engaging and accessible digital resource tools for youth audiences.

We appreciate all applicants, however, only selected candidates will be contacted for an interview.

