

Indigenous Student Research Intern (2 positions)

Summer 2022

The Centre for Employment Innovation (CEI) at St. Francis Xavier University, in partnership with the Mi'kmaw Economic Benefits Office (MEBO), Unama'ki / Sydney NS, is looking for TWO Indigenous post-secondary students (enrolled in a post-secondary institution in the fall of 2022) or recent graduates (will graduate or have graduated in 2022) interested in joining a dynamic and supportive team working on research about the Indigenous experience with trade unions in Nova Scotia

This project; *Talking the talk, but walking the walk?: Exploring racism in the labour movement in Nova Scotia* is a Social Sciences and Humanities Research Council-funded research study with a goal to develop a thorough understanding of the experiences of Indigenous tradespeople in NS when working on, or seeking employment with non-Indigenous job sites. The participatory action research (PAR) framework being used in the Project **requires an individual who self-identifies as Indigenous for this position.**

The Partners: The CEI is committed to the founder of the Antigonish Movement, Dr. Rev. Moses Coady's vision of "a full and abundant life, for all", and strongly believes that collaboration, collective action, and adult learning are necessary to create vibrant, thriving, and resilient communities. The world of work is changing, and it is more important than ever to understand how to prepare for, adapt to, and shape future possibilities. As communities, organizations, and individuals, we believe that people have the assets and strengths to collectively address economic, environmental, and social challenges and inspire meaningful change—to be able to shape a future that works for all.

MEBO serves communities across NS and leads collaborative and inclusive engagement with industry in the region. The model of economic development is often referred to as the "Unama'ki Model" and is recognized for its success across Canada. MEBO works closely with the Nova Scotia Apprenticeship Agency (NSAA) with respect to the trades, particularly training and placements of apprentices. MEBO is committed to expand its network of industry partners across all sectors and work with all levels of government to ensure they, and the industries they work with, engage in a meaningful way with Indigenous communities.

What Can I Expect in this Role? As an integral part of the Research team, the two **Student Research Interns** will build research capacity by supporting the design and implementation of applied community-based research, as it relates to the *Talking the talk, but walking the walk?* Research project. **The students will be based in the MEBO offices in Membertou in a culturally appropriate and supportive environment; research training / support will be done through the CEI at StFX.**

In this role, you will be asked to:

- Support data gathering and analysis, as well as the development of the presentations to Mi'kmaw communities
- Receive training in qualitative methods and support throughout the term
- Present preliminary findings at the CEI's annual Student Research Symposium in August 2022, and co-author the research reports and a journal article.
- Make presentations on the findings to various groups within the Indigenous community in Mi'kmak' / Nova Scotia. Attend seminars and participate in CEI team meetings and other activities occurring during the internship period (when possible).
- Meet weekly with your direct supervisor at MEBO, as well as with the Manager of Research and Evaluation at the CEI (virtually) and provide monthly reports to both on reflections, achievements, challenges, and goals.
- Write or record a final summary of the internship experience (outlining learning accomplishments, overall achievements) and submit a copy to the CEI.

How Do I Qualify?

The applicants must be attending post-secondary in the fall of 2022 or be a recent graduate. We are looking for team players who exhibits the following:

- Demonstrated commitment to valuing diversity and contributing to an inclusive workplace.
- Motivated by a care and compassion for others.
- Be curious about employment services and workforce attachment.
- Desire and willingness to learn, adapt, and improve.
- Open-minded and ability to think outside the box.
- Ability to work well independently and to support team goals.
- Flexible and able to balance and shift multiple priorities in a dynamic and fast-paced environment.
- Effective listener, written/oral communicator, with the ability to adapt to a broad range of stakeholders.
- Basic understanding of qualitative and/or quantitative research, community development, and/or community engagement.
- Collects information with precision, accuracy and attention to detail.
- Acts in a professional, ethical and confidential manner.

Although not required, we consider the following attributes as assets:

- Experience working with diverse stakeholders, which may include convening learning sessions.
- Ability or willingness to travel.
- Multilingual (English/ Mi'kmaw)

Hours / Term / Location of Work:

- The positions require a 37.5 hour per week commitment, Monday to Friday (schedule to be determined with your supervisor).
- With the expected starting date of May 1, 2022 (negotiable) the position is listed for an 18-week term, at a rate of \$15.00 per hour.
- A part time (10 hours/week) term extension is expected through the fall of 2022
- Expected to work out of the MEBO office, Sydney NS.

How Will This Internship Benefit Me? As an important member of this team, this intern will:

- Develop skills in research data collection and management, critical thinking, scholarly analysis and writing, and presenting to community and academic audiences.
- Contribute to province-wide initiatives that foster a more skilled, resilient and productive workforce across Nova Scotia.
- Become part of a network of social change agents, community leaders and facilitators, and applied researchers.
- Join a research team that values the experience, perspective and voices of all team members.
- Have an opportunity to interact and deepen relationships with various stakeholders and communities.
- Gain hands-on, practical experience working with community-based, community-led initiatives, communications (sharing stories of impact, facilitating workshops, tailoring communication approach for diverse stakeholders, etc.), and research (interviews, literature searches, data analysis, etc.).
- Deepen your ability to translate complex information for widespread usage.

How Do I Apply? Please compile the below documents:

- 1) Your resume
- 2) A personal reflection (maximum of 2-pages) on the following topic:

Your reflections on living and working as an Indigenous person in Nova Scotia, and how you would address issues of anti-Indigenous racism in the workplace or school.

Submit your application package in confidence to cei@stfx.ca using the Subject Line: **Indigenous Student Research Intern Application – *Your Name***. Only those selected for an interview will be contacted. All qualified candidates are encouraged to apply.

Submission Information: This position will remain opened until filled.