

Research Assistant Opportunity
Casual Position
Developing a Model of Leadership and Rights-Based Inclusion for the Security Sector

Start Date: As soon as possible

Overview:

Adopted in 1948, the Universal Declaration of Human Rights was declared a common standard for all nations, stipulating that all persons are equal in dignity and rights, including equal protection against discrimination. Despite this Declaration, and the subsequent adoption of human rights legislation in UN member countries, discrimination and harassment persist, particularly within organizations in the public safety and defence sectors. For example, in Canada, the Royal Canadian Mounted Police (RCMP), the Canadian Armed Forces, and Corrections Canada continue to face claims of gender, sexual identity, and/or race-based discrimination and harassment. More than 2,300 female members of the RCMP have been compensated for these abuses, and over 19,000 claims of sexual misconduct have been presented by members of the military. Reports have also shown that these discriminatory practices are not limited to the internal environment, as evidenced by claims of systemic racism against members of marginalized communities. Thus, these organizations are confronted with a paradox; they are mandated to preserve and protect the rights of citizens yet fail to uphold the rights of their own employees.

A core element of promoting a rights-based, inclusive workplace, is an outcome measure that assesses whether employees perceive their rights as individuals are protected and promoted within public safety workplaces. As such, this research project aims to: (1) develop and test a rights-based measure of inclusion; and (2) explore the levers (factors) that potentially contribute to or inhibit human rights, such as leadership practices, human resources policies, and/or organizational culture and climate.

Primary Requirements:

The primary requirements for the research assistant (RA1) include, but are not limited to:

- Becoming familiar with the goals of the research project
- Participating in regular team meetings (virtual)
- Scale development and testing
- Survey administration
- Conducting individual interviews
- Conducting data analysis
- Assisting with writing up results

The successful candidate will gain additional research expertise from working on a multi-year, mixed methods research project involving the public safety sector.



The successful candidate will directly report to, Dr. Angela Workman-Stark at Athabasca University. Where applicable, Dr. Workman-Stark will provide adequate training for each of the tasks that are required.

Qualifications:

- Prior experience with quantitative and qualitative data analysis
- Prior experience working on a research team
- Familiarity with analytical software such as NVivo and SPSS
- Very good communication and analytical skills
- Ability to work independently and with a team
- Good coaching skills
- Spending an average of 5 hours per week working on the project with some weeks potentially higher

Number of hours: An average of 160 hours per year for two years

Location: The position can be undertaken remotely from anywhere in Canada with a requirement to travel to two site locations for data collection in year two.

How to apply:

Qualified individuals are encouraged to submit their application by email to Dr. Angela Workman-Stark at angela.workman-stark@athabascau.ca. Applications should include (as a single PDF file) a brief cover letter that summarizes individual skills, interests, and experience; a current resume or curriculum vitae; an unofficial copy of relevant transcripts; and the contact information for 1-2 references.

Evaluation of applications will begin immediately and will continue until a suitable candidate is found. All applicants are thanked for their interest in this position; however, only candidates selected for an interview will be contacted.

We are committed to employment equity and encourage applications from women, Indigenous peoples, persons with disabilities, and members of visible minorities.

For more information on this Research Assistant Opportunity, please contact Dr. Angela Workman-Stark at angela.workman-stark@athabascau.ca.