

Job Description: RA position in Inclusive Economies

Location/Period: Toronto

Project: Social Innovations in Ontario (SiO) project

Funded by the Early Researcher Award (ERA), Ontario government

Supervisor: Dr. Caroline Shenaz Hossein, University of Toronto Scarborough

Hours: 156h; start on/about 10th March to 10th June 2022

Objective: To document solidarity economies of the African diaspora in Canada. The RA position is divided into two parts and consists of editing and documenting profiles of diaspora businesses and worker co-ops.

Start-up work= 6h

- Read Hossein's recent publications, both open access: "Black epistemologies" in the *Review of Black Political Economy* and "Social enterprises" in *Feminist Economics*. = 3h
- Human ethics and methods training with the professor=2h
- All writing to use Times Roman 12pt font
- Set up Drop Box for this RA position. 1h

i. Diaspora business profiles: To analyze data collected on diaspora owned businesses in the GTA and London =80h

- Review the various tools collected by students and revise them for using the material in future writing. Of the 35+ profiles, choose 25 and edit the cases by referencing the raw data collected. The RA should write max 1500 words of a detailed synopsis based on the profiles and include the photos. 70h
- Develop a bibliography using MLA (Zotero) on minority owned businesses in Canada and elsewhere. Scholarly papers and newspapers. 10h

ii. Worker co-op cases: Edit and write up detailed cases about seven worker co-ops for publication =70h

- Read and edit the summaries of the seven co-ops and follow up with the staff and each of the leads at the worker co-ops. The RA will submit 7 well written summaries of each worker co-op based on their draft submitted. RA will follow up with worker co-op leads and document the time and date of his/her interviews. The RA should have human ethics training and respect confidentiality. No data will be used without the express permission of the PI. 35h
- Meet with the executive director and her staff to learn about WMRCC and its mission and specific focus on worker co-ops. WMRCC will also organize a Zoom meeting with the worker co-op leaders and the RA. 5h
- The RA will need to have follow up interviews with each of the seven worker co-op leaders based on their draft summaries. And then present the drafts to each leader. 7h
- RA will secure permissions from all those interviewed with the help of WMRCC. Organize and prepare all human ethics forms and file them in Drop box for the professor. 3h.
- RA with ED and professor will write a short story for social media sharing. 5h
- The student will assemble a scholarly paper for publication, review *Feminist Economics* paper by Hossein. The paper will be submitted to *Feminist Economics*. The student will be recognized as the lead RA. 15h

Qualifications

- Ideally an advanced PhD student. Student should be an active student and enrolled at the U of T (must be enrolled at an Ontario-based university).
- Strong interest in the solidarity economy, specifically co-ops
- Extremely organized and goal-oriented; able to work independently
- Strong writing skills and pays attention to details. Excellent time management skills
- Use of Zotero, use MLA ref style when developing a bibliography
- Personable and able to accept critiques
- Adhere to Public Health rules

Compensation

- The RA will be supervised by Dr. Caroline Hossein, paid under the ERA. The rate of pay will be \$30 to \$35 per hour depending on experience. The professor will determine the rate of pay (with the community partner) after the interview.
- Pay is subject to completion of work on a monthly basis, must complete financial forms. Paid as a casual employee, on a monthly basis.

Supervision and hiring

- The RA will be supervised by Prof. Hossein.
- The RA will work closely with the Mrs. Esther Enyolu, the executive director of WMRCC of Durham who can be reached at esther.enyolu@wmrccdurham.org on the seven case study summaries. WMRCC's director will approve the final draft of the case study summaries before passing it onto the professor.
- The RA will be interviewed by the professor and the executive director by Zoom. The student should understand the Black social economy and worker co-ops/cooperatives.

Application submission details

- **Application deadline: 1st March 2022**
- Email application to Prof. Caroline Hossein, UTSC at caroline.hossein@utoronto.ca.
- Subheading must say: RA Inclusive economies
- In one PDF file attach the following: a one-page cover letter, 2-page CV, writing sample (less than 20 pages), unofficial transcript, and a list of three academic references, complete with email and phone number. Incomplete and late applications will not be considered.

ATTACHMENT: SUBMITTED BY PARTNER

WMRCC overview: Women's Multicultural Resource and Counselling Centre of Durham (WMRCC) is a registered charitable organization, dedicated to providing specialized programs and services to women of all ages and their families from diverse backgrounds, newcomers, and immigrants to live a life free of violence and become economically empowered.

Summary: In 2012, the International Year of Cooperatives, the United Nations stated that "Cooperative Enterprises Build a Better World" because more than one billion people belong to cooperative institutions. Two years ago (2019), the WMRCC organization developed seven (7) worker cooperative programs with immigrant women through a grant secured from the Ontario Trillium Foundation to fill a void in this type of businesses in Ontario. The workers' cooperatives were in seven service and production sectors: creatives and artists group; child & family care workers; writers and language interpreters, cleaners, home organizers; sewing and fashion design; personal support worker, and beauty and esthetician. The aim is to conduct workshops on the seven principles of cooperatives as well as the ten steps of developing a worker cooperative. The planning, and mentoring women cooperators include major cooperative sector stakeholders such as Ontario Cooperative Association. The workers had service-specific discussion groups to better understand the issues. There was one-on-one and group guidance on "How to develop a worker cooperative." Mentorship was made available from a number of professional consultants in member owned institutions. The year ended with an annual cooperative conference. There was on-going support for workers through a full-time project coordinator over the length of the project.