

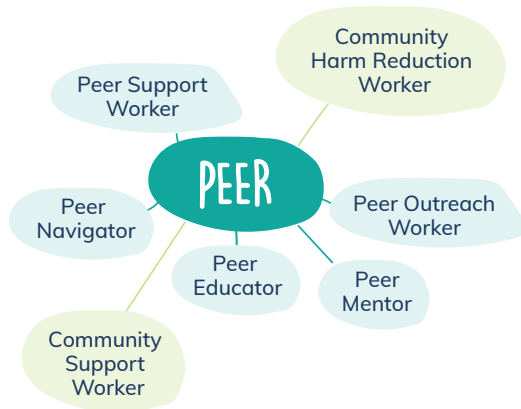
LIVED EXPERIENCE @ WORK: A DYNAMIC LANDSCAPE OF EMPLOYMENT

The team conducted an online scan and/or talked to representatives from 70 social and health services organizations to uncover the range of Peer* roles in the neighbourhood. The purpose of this summary is to show variation and similarities related to Peer roles.



Job Titles

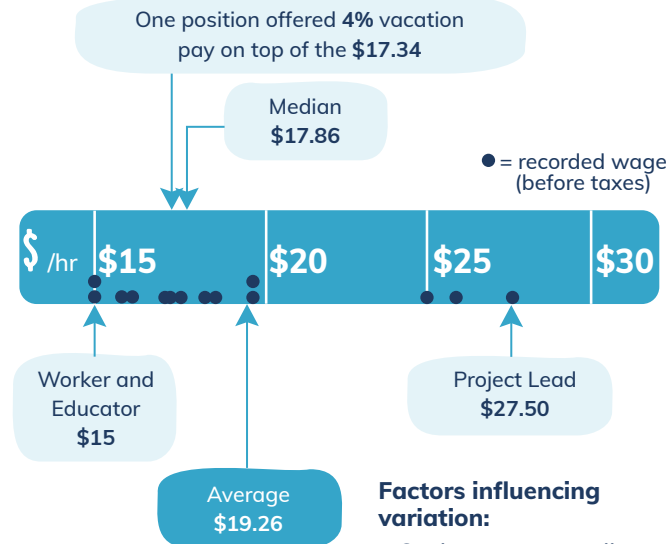
The majority of job titles contain the word "Peer" but there are variations, such as Community Worker



*In this project, 'Peers' reflect the variety of roles across organizations that bring a deep understanding of and expertise about the lived experience of those supported by an agency, formally or informally. We recognize that organizations and Peers use and prefer a variety of different terms to describe roles that centre a person's lived experience.

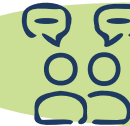


Hourly Wages



Factors influencing variation:

- Cash versus payroll
- Few versus many hours
- OW/ODSP limitations on allowable earnings



Common Elements

At least 48 organizations employ Peers or other roles prioritizing lived experience

While Peers in the Downtown East work in a variety of positions and sectors, there are some common elements:

- Work as part of an interdisciplinary team
- Provide low-barrier support and services
- Be part of the community
- Share lived experiences
- Understand own limits and when support is needed
- Be available for irregular hours

Nearly all positions were part-time contracts

Most Peers are **not** eligible for formal benefits and EAP plans