



WISH Drop-In
Centre Society

Job Posting: Board of Directors Members

Multiple Positions Open Until Filled

ABOUT WISH

WISH is the largest sex worker support organization in Canada. For more than thirty-five years, WISH has offered a safe place for participants who access WISH's services and programs are some of the most marginalized people in Vancouver; those who experience extreme poverty, homelessness, social exclusion, violence, racism, discrimination and the relentless effects of current and past trauma.

WISH Drop-in Centre Society is an organization and space for women and people of marginalized genders, including Two-Spirit, trans and non-binary.

For more information about WISH and our programs and services, visit our website: <https://wish-vancouver.net/>

ABOUT THE BOARD POSITIONS

WISH Drop-in Centre Society is currently seeking to fill vacancies on the Board of Directors. The Board meets, at minimum, once a month for up to 2 hours. Board Members' expected tenure is 2-6 years.

Board Members play an integral role to the organization, working closely with one another and the Executive Director to carry out fiduciary, governance and strategic priorities of the WISH Drop-in Centre Society. We seek Board members with diverse and varied skills, expertise, and competencies including (but not limited to) sex worker rights and advocacy, governance, policy and governmental relations, human resources, finance and accounting, and fundraising and donor relations.

We are specifically seeking and prioritizing the recruitment of Board Members who:

- Are Black, Indigenous, or People of Colour, Trans, Two-Spirit, gender diverse, and/or who have lived experience as a sex worker.
- Live in the Lower Mainland/Vancouver and have familiarity with the Downtown Eastside.
- Share alignment with the WISH mission, vision, and core values
- Have experience or lived expertise working in, or co-creating, participatory governance structures; such as governance structures and processes that can meaningfully centre the voices of street-based sex workers.
- Have experience or lived expertise in, and deep commitment to, decolonizing and anti-oppressive principles and practices

Additionally, Board members are expected to:

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- Possess a strong feminist analysis that centers sex workers;
- Hold a strong feminist analysis of violence against women and people of marginalized genders, with an understanding of power and its intersection with gender, race, culture, class, ability, religion, sexual orientation, ethnicity, and age; and
- Possess significant understanding and knowledge of systemic barriers and oppression rooted in colonization, racism, transphobia, classism, misogyny, moralism, ableism and how they impact sex workers.

Beliefs and Values Alignment

All Board members must uphold and align with our core values, and with the beliefs , stated below.

At WISH, we believe that:

1. Sex work is work, and sex workers are entitled to the same understanding, dignity, safety, and rights as workers in any other industry.
2. The particular stigma, barriers and violence that trans, Two-Spirit and gender diverse sex workers face can often be more extreme and targeted than other groups face; especially when multiple identities such as gender, ability, and race intersect.
3. It is the stigma held against sex workers - codified in the laws, attitudes, and policies supposedly designed to protect them - that create the conditions that leave many sex workers vulnerable to violence and exploitation. It is these policies, laws and attitudes that need to be changed. We therefore support and believe in:
 - Defunding the police in favour of providing better, life-affirming, abundant, safer, more accessible low-barrier community programs and supports;
 - Providing safe, respectful services that support sex workers' choices, support their needs, and address the specific barriers they face while navigating institutions and systems like health care, education, criminal justice, and more;
 - Advocating against harsher regulations and/or criminalization of sex work, as this can contribute to sex workers' continued exploitation, lack of safety, vulnerability, isolation, and stigma; and
 - The expertise that sex workers hold, and that they are the experts on their own lives and the realities of the sex economies. All of WISH's work should therefore center around, and support, sex workers' expertise, agency, voice, and personhood.

Given our values, at WISH, we are committed to:

1. Centering the lived experiences and expertise, dignity, agency, choices, and safety of sex workers and WISH participants at the heart of all our work.
2. De-stigmatizing sex work and advocating for the decriminalization of sex work, by addressing the harms and myths promoted by anti-trafficking and sex-work-abolition narratives.
3. Ensuring sex workers' voices and values are upheld as the decision-makers in their own lives.
4. Bringing an intersectional feminist lens to all our work. At WISH, this means:
 - Recognizing that trans women are women and providing a safe space for ALL self-identified women, (including cis and trans women), Two-Spirit, gender diverse, and gender non-confirming people;

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- Providing an environment that recognizes and addresses the systemic harms of white supremacy, colonialism and imperialism, misogyny (including transmisogyny) and rape culture, racism, ableism, classism, moralism, and other systems of marginalization and oppression in all of our work;
- Consequently, actively building an anti-racist, decolonizing, feminist space that endeavours to be safe(r) for people of all marginalized genders; and
- Centering anti-oppression values and a commitment to sharing power, engaging in dialogue, and collective and consensus-based decision making in all of our work and spaces.

While we hold onto and prioritize ambitious values and commitments, we also recognize our shared humanity. This means that we hope to remain dedicated to this work and exploring how and why we come to it—our own motivations, personal experiences, and growing edges. We are invested in embodying our values as best we can, and invite those willing to journey with us to reach out.

APPLICATION DETAILS

If you agree with the values, beliefs, and commitments outlined above, please express your interest by answering the questions listed below. Questions can be answered in a variety of formats, including written, audio, or video. Interested candidates may express interest in whichever way they feel most comfortable.

Be sure that your expression of interest addresses all of the following questions:

1. Tell us a bit about yourself.
2. Why do you want to join the WISH Board? What motivates you to express your interest?
3. What do you hope to both gain from the experience with WISH and what do you hope to bring to WISH?
4. Tell us about previous lived, work or community experiences that have prepared you as a potential Board Member (e.g. prior Board member experience, lived expertise, experience as a community advocate, as someone who works with or supports the sex work community, in service provision, or any relevant or related work etc.)

Questions and expressions of interest can be sent to info@wishdropincentre.org – please indicate “Board Member Expression of Interest” in the subject line.

We thank everyone for their expression of interest, however, only those who have been shortlisted for an interview will be contacted.