

CAREERS IN ACTIVISM:

CAREERS WITH A CONSCIENCE



Table of Contents

Overview of "Activist" Careers	3
Non-profit Careers	4
Sample Career Paths	5
Essential Activist Skills	6
Profile: Cat Criger	7
Career Advice From Activists	8
Explore Career Paths	9
Building Your Experiences	9
UTM Career Centre Resources	.15
Other Resources	.17
Article: "How To Be An Activist" by Elizabeth May	.18



Overview of "Activist" Careers

An activist is anyone who fights to create positive change in society.

Therefore, each and every one of us who feels strongly about a cause and is working towards it, is essentially an activist. Activism can include students at UTM rallying against tuition increases, a politician using his power to fight against international human rights abuses or a mother of a child killed by a drunk driver talking to students about drinking and driving.



When looking at activism from a career perspective, note that there is a lot of flexibility with regards to adjusting one's career to include elements of activism. For instance,

- A teacher can partake in activism by teaching his students about environmental, human rights and global issues,
- A doctor can dedicate her career towards providing medical services to children in war torn areas
- An accountant can work for an employment agency geared towards helping homeless people in Toronto.

As such, Activist Careers describe various careers through which people try to make a positive change in the world. Since there is no single way to have a career in activism, it is up to you to be creative and come up with how you plan on combining activism in your career of choice.

To help you get started, we explore several careers that strive to make positive change. As mentioned above, you should not feel limited to the areas mentioned as they are not exhaustive to the potential career areas that one can pursue within activism.



Non-profit Careers

The nonprofit sector is comprised of organizations that are trying to create a better world, as defined by their missions. Nonprofits fight for a wide range of causes such as civil rights, international aid, environmental issues and health care among others. As such, non-profits are generally a great fit for activists.

There are various **types of non-profit organizations** and can be understood generally based on the following:

- 1. Who they serve: their member base or the general public
- 2. The role they play in the sector
- 3. The causes they focus on

Member serving organizations target a specific group of people such as students, low income families or workers and they generally get donations from their members, such as through membership fees. Many get government grants and funds from agencies such as United Way. Public serving organizations have a broader outlook and could take the form of social welfare institutions, charitable organizations, religious organizations and more!

Non-profits play varied roles in society. Some work as **service providers** that offer a direct service such as education, medical care, counselling etc. Some provide **financial support** such as the Bill and Melinda Gates Foundation that encourage and collect donations on behalf of service organizations. **Advocacy groups** rally public support for specific causes such as refugee movements, discrimination and gender equality among others.

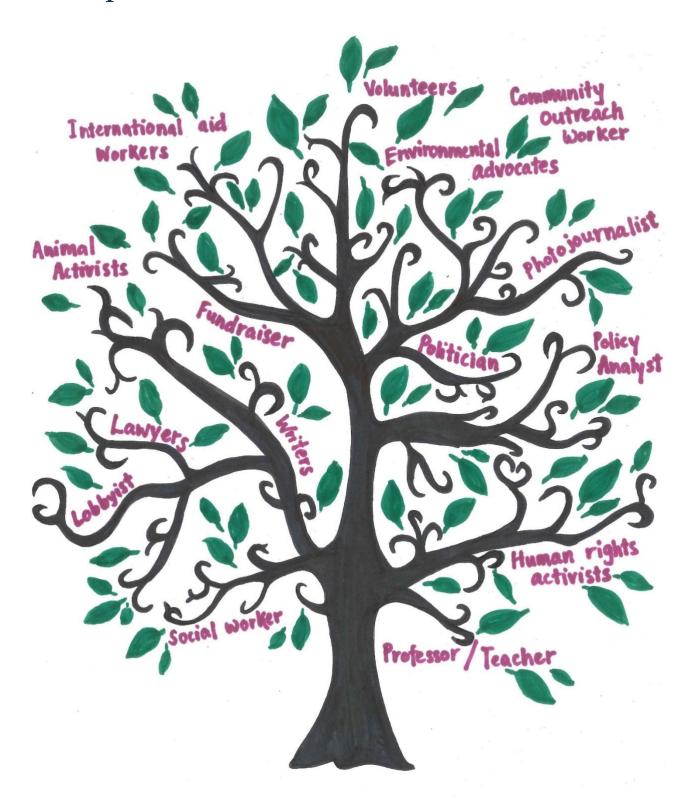
Non-profits do not necessarily need to fit one description and can often incorporate elements from various roles. It is also important to note that the distinction between non-profits, for profit businesses and government organizations are becoming increasingly unclear. Many profit organizations have departments that work on social projects and take stands on social issues and many government agencies are dedicated to providing social services that better society.



Source: GoinGlobal Non-Profit Career Guides
Accessed through the Career Learning Networ



Sample Careers Paths:





Essential Activist Skills

There is no clear-cut path to become an Activist, and Activists tend to have diverse educational backgrounds. A clear understanding and passion for your chosen issue of interest, however, is essential.

Certain careers require a specific knowledge and expertise that one must develop. For example, you must attend law school and pass the bar admission (in most states) to practice as a lawyer. The knowledge is often gained through academic and/or professional training. Thera are, however, some common skills that are essential for Activist careers. Some of the examples of the skills in each of these categories are provided below. There are some skills that could be in demand for specific positions. Skills marked by a (*) are most crucial for entry level positions.

While certain skills can be developed through academic work, others are best developed through co- or extra-curricular involvement like on-campus and community activism.

Project Development

- Planning long-term projects
- Evaluating
- Maintaining records
- Developing project designs
- Gathering support

*Communication

- Presenting ideas and data clearly
- Influencing and persuading people/groups
- Mediating/negotiating conflicts
- Public speaking
- Listening critically
- Writing clearly

*Interpersonal

- Interviewing
- Understanding group dynamics
- Observing human interactions
- Recognizing cultural differences/similarities
- Identifying value systems

Human Relations

- Understanding and interpreting other cultures/beliefs
- Developing sensitivity to cultural viewpoints
- Clarifying other's thoughts and ideas
- Appreciating continuity and change within a historical perspective

*Analytical

- Interpreting issues and data
- Understanding components of complex problems
- Offering relevant perspectives

Investigation

- Remaining objective
- Reviewing relevant data
- Applying concepts
- Asking questions
- Applying knowledge creatively
- Defining problems
- Assessing risk

Having strong social values and a passion for making a difference is crucial, as is some experience with specific populations and issues.

Activist Spotlight:

Cat Criger.
Indigenous Advisor,
University of Toronto,
Mississauga.

Conducting teaching circles is a major part of **Cat Criger**'s role as Aboriginal Elder-in-Residence at



UTM. He draws upon the Indigenous tradition of freestyle learning to give students of diverse backgrounds an awareness of the First Nations' belief system.

Typically, up to 30 students, both Indigenous and non-Indigenous, gather for a two-hour seminar. "We discuss traditional cultural teachings and how they apply to your path in life," says Criger. "We may discuss how a snake sheds its skin in order to get rid of scars and move forward in life, or we may discuss the meaning of a full moon." As an Aboriginal elder, Criger says, "there's no job description box that we fit in," The role may include performing traditional ceremonies, guiding the community, healing, counselling and advocacy. Criger was born in St. Catharines, Ont. to a Cayuga Six Nations father and a German-English mother. "I have a mixed DNA, which allows me to connect with many cultures," he says.

After graduating from high school in Petawawa, Ont., Criger attended community college in Toronto in the late 1970s, studying digital communications. He then worked for Litton Industries, a U.S.-owned defence contractor, specializing in missile technology. By the early 1990s, recalls Criger, "attitudes in Canada towards Indigenous people had changed and it was cool to be native. I needed to know more about my culture." He quit his day job and apprenticed with an Ojibway elder. They travelled widely together and spent time with elders of other tribes. Usually, elders are trained within their own tribe, but Criger had the benefit of an inter-cultural experience. (He received his spirit name, *Makwa Giizhigad*, or Sun Bear, at age 40 in a ceremony performed by an Ojibway elder from Minnesota.)

In 2002, Criger accompanied a friend to an aboriginal studies class at the University of Toronto. Afterwards, the professor invited him to give a guest lecture. So began his association with U of T.

Source: https://www.utm.utoronto.ca/main-news/meet-utm-s-aboriginal-elder-residence



Career Advice From Some Activists

Political Activist – Sue

"Don't even think about working in this area unless you have a sense of outrage and a passion about some issue. But even the passion isn't enough. You've also got to do your homework. You've got to know your facts. No one's going to listen to you if you really don't have the factual information to back it up."

Political Activist - Warren

"As an activist you must be sensitive to the needs of other people and care about the people that you are helping. The work can be frustrating because change often takes place very slowly. So you must be dedicated and motivated. As well, you have to demonstrate leadership. It's crucial to be passionate and optimistic. You have to believe that you can change things."

Community Worker - Barry

"To be any kind of a community worker, you've got to get involved in the work going on in your community and do that immediately. You volunteer at a community centre, start up your own project—you have to do that to see if you have the tenacity necessary to stick with the job because it can be very frustrating and very bureaucratic."

Lobbyist - Brian

"You have to develop solid written and verbal communication skills. As well, get some practical experience in the political process itself. Either volunteering on a political campaign or working for a student council."

Public Policy Analyst – Craig

"If you're really interested in Public Policy, don't limit yourself to direct employment in government. There are all sorts of other opportunities in other institutions and organizations in the private and non-profit sector, like think-tanks, advocacy groups, Universities, all of which deal with public policy. Experience in these organizations could lead to opportunities in government if that's where you really want to work."

Environmental Health Officer - Peter

"To do this job well, you've got to really care about people and empathize with their problems. But you can't have too thin a skin. Some people won't be happy to see you. You just can't take it personally."

Social Worker - Paul

"Try to figure out why you want to be a social worker, why it's important for you to want to help people. And then use all of your energy to observe people, to observe yourself in your relationships with people. Try to organize your observations; perhaps keep a journal. Look at people, listen to people while they're together. Then when you're in school take courses that help you organize those observations."

Source: Career Cruising

www.careercruising.com (by subscription, can be accessed electronically through the Career Learning Netowork)



Explore Career Paths

Career exploration can help you make good, informed decisions for your future and it doesn't have to take a long time. One way to explore careers is to use the profiles of LinkedIn members to see how their career developed over time. It may give you ideas about what you could do to succeed in your career.

- · Go to the Search field (Search for people, jobs, companies...) at the top of the page,
- · Enter a career title you are interested in and click search icon.
- · Filter the search results by selecting 'people'.
- · Look at the members to see who has been in the career.

The information about how they built their experience, the first jobs they got after graduating and what additional education and training they may have done. If one of the profiles is a 2nd level connection, consider requesting an introduction so that you could do an information interview.

Other ways include talking to people, networking with professionals at career centre networking events & attending events for a cause you feel passionate about. Read about our UTM Career Centre resources later in the document.

Building Your Experience

In order to be an effective activist and to identify the area of activism that you are interested in, it is essential to gain experience. Experience can be gained through many different avenues whether through the courses that one takes or through work, volunteering and extra-curricular experience. The following are some ways that you can build your experience during university.

Academic Experience

Taking courses in your field of interest can be very useful in terms of educating yourself about social, human rights and environmental issues. Individual and group work in courses can also help you in developing skills such as interpersonal and project management as identified in the "Essential Activist Skills" section of this package.

The following are some of the many courses and internships offered at UTM that can help you in developing the skills and experience needed for a successful career in activism:

POL 310 – Managing International Military Conflict

POL 475 – Global Environmental and Sustainability Politics

SOC 332 - Race and Ethnicity in Canada

ENV 495 - Restoration Ecology

ANT 205 – Introduction to Forensic Anthropology

WGS 205 - Introduction to Feminism and Popular Culture

ECO315 – Economics of Poverty

CCT300 - Critical Analysis of Media

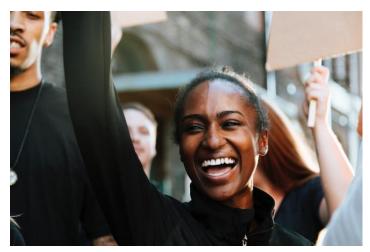




UTM Clubs/Societies/Student Government

A great way to gain exposure to social activism is to take part in the activities organized by student groups on campus and/or to become involved in student government and university governance. All of the student clubs and organizations at UTM are listed on the UTM website:

https://utmsu.ca/clubs-list/ The following are some examples of activist student groups at UTM:



Zero Waste UTM

https://www.ulife.utoronto.ca/organizations/view/id/127421

To bring awareness to waste management issues within the environment and provide opportunities to students to live sustainably.

Habitat for Humanity UTM

https://www.ulife.utoronto.ca/organizations/view/id/128144

A student chapter of Habitat for Humanity Canada which works to achieve affordable homes for everyone.

The Medium

https://www.ulife.utoronto.ca/organizations/view/id/1749

UTM's newspaper that acts as the voice of UTM students.

UTM Student Union

https://www.ulife.utoronto.ca/organizations/view/id/1747

Represents and provides social and academic services to all UTM students.

Women and Gender Studies Alliance

https://www.ulife.utoronto.ca/organizations/view/id/127797

Provides a safe environment to encourage the discussion and application of intersectional feminism at UTM.

Getting involved with various groups on campus will allow you to build upon essential skills needed for social activism such as interpersonal, organizational, and leadership skills. Please refer to the "Essential Activist Skills" sections for a more detailed overview of essential activist skills. In addition to this, you will also gain an opportunity to network with individuals within your career area of interest.



Volunteer/Part-Time/Full-Time/Work-Study Positions

Volunteer/Part-time/Full-time work in different settings allows one to gain first hand experience into the day-to-day life of an activist and gain necessary skills. The Career Centre has many postings related to activism (https://clnx.utoronto.ca/home.htm). In addition, you can also take a look at some delisted positions from recent months (available only in the Career Centre) to get an idea of the kinds of potential work available.

SAMPLE VOLUNTEER OPPORTUNITIES

Youth Mentoring, Youth Assisting Youth (The Peer Project)

Looking for volunteers aged 16-29 to help newcomer youth adapt to Canadian culture.

Source: Career Learning Network

Telephone Counsellor, Spectra Helpline

Volunteers to listen and support helpline callers from all walks of life.

Source: Charity Village Volunteer Opportunities

SAMPLE PART-TIME OPPORTUNITIES

Community Living Support Worker, Brampton Caledon Community Living

Looking for caring support workers who have experience supporting individuals with intellectual disabilities.

Source: Charity Village Work Opportunities

MUN Coach, BL Education

Debate program to help students realize their intellectual capabilities and curiosities.

Source: Career Learning Network





SAMPLE ON-CAMPUS OPPORTUNITY

Wellness Ambassadors: Program Assistant, UTM Health and Counselling Centre

Work with Health Promotion Staff to support wellness initiatives on campus.

Source: Career Learning Network



year.

https://www.utm.utoronto.ca/utm-engage/volunteering

For more on-campus opportunities visit:

https://www.utm.utoronto.ca/careers/sites/files/careers/public/shared/pdf/On-Campus Opportunities WEB v180829.pdf

NGO Volunteer Opportunities

Non-governmental organizations often hire volunteers to help out and volunteering is a great way to find a permanent position.

Volunteering also allows people to network with like-minded people and this can often lead to job offers through referrals or word of mouth.

Amnesty International Canada

Amnesty International is a global campaign that promotes human rights and fights injustice. You can volunteer for Amnesty International Canada by joining a club, writing or at their national office. https://www.amnesty.ca/about-us/work-with-us

Canada Feed the Children

Offers community-led action projects in Canada and around the world. https://canadianfeedthechildren.ca/

Canada World Youth

International volunteer programs to engage in community development projects and acquire leadership skills.

http://canadaworldyouth.org/

Heritage Toronto

A charitable agency of the city of Toronto that promotes appreciation for Toronto's archaeological, cultural, architectural and natural heritage. http://heritagetoronto.org/

UNICEF Canada

A child focused humanitarian organization. https://www.unicef.ca/en/careers

Toronto Parks and Trees Foundation

Works in partnership with the city of Toronto and communities to improve the status of our urban forests by supporting tree planting and stewardship efforts. http://www.torontoparksandtrees.ca/



Internships

Internships are another way to gain activism experience. Many non-profit and non-governmental organizations offer internship experience. Visit the Career Centre and website to search various internship opportunities.

Note: There are also some credit course internships offered at UTM as mentioned in the top of the page. Another department to contact at UTM would be the Internships and Experiential Learning Department: https://www.utm.utoronto.ca/experience/experiential-learning-credit/academic-internships

SAMPLE INTERNSHIP OPPORTUNITIES

Youth Challenge International www.yci.org and Canadian World Youth

http://canadaworldyouth.org/_both offer international community/international development experience.

Katimavik <u>www.katimavik.org</u> offers volunteer Canadian community development experience. Katimavik offers 6 month volunteer internships for 17-25 year olds.



International Youth Internship Program

A government of Canada initiative that provides Canadian post-secondary graduates the opportunity to gain professional experience through international development work.

https://www.international.gc.ca/worldmonde/study work traveletude travail voyage/youth internshipstages jeunes.aspx?lang=eng

Parks Canada Youth Ambassadors

Summer internships to visit and experience unique locations to share the work of Parks Canada with young Canadians.

https://www.pc.gc.ca/en/serapprocherconnect/parcsavie-parkslife/pja-yap





Directories

Taking advantage of organizational directories will help you in networking with individuals who are in activist careers. Networking is an essential skill needed to learn about social activism as a career and how to go about tailoring your career so that it entails elements of social activism. A complete list of directories in the Career Centre can be found at

https://www.utm.utoronto.ca/careers/jobs/resources-links. Along with this, the following are some online directories that are particularly relevant for those interested in activism. They will allow you to look up organizations in your community that you may be interested in working or volunteering for.

CharityVillage

http://www.charityvillage.com/

A directory for the non-profit sector including 3,000 pages of news, jobs, information and resources for executives, staffers, donors, and volunteers

Community Services in Peel

https://peel.cioc.ca/

Provides access to information on more than 1,700 resources in Peel Region including health \mathcal{E} social services, information \mathcal{E} referral, libraries, community groups, government offices, and much more

Planet Friendly

http://www.planetfriendly.net/

Provides information about issues involving peace, environment, sustainable living, food, community, communication, democracy, human rights, and activism. There is also a link to

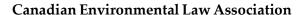
Goodwork Canada

(<u>https://www.goodwork.ca/</u>), an online environmental job database.

EcoSource Mississauga

http://www.ecosource.ca

EcoSource Mississauga is a leader in grassroots environmental education. This organization works to deliver hands-on interactive educational programs to youth and adults, promoting responsible personal environmental actions



http://www.cela.ca

CELA is a non-profit, public interest organization that uses existing laws to protect the environment and to advocate environmental law reforms





GoinGlobal

Find domestic and international jobs/ internships in all sectors

https://online.goinglobal.com/internships (U of T students can access this paid service through the Career Learning Network)

Volunteer MBC

Promotes meaningful volunteer opportunities in the Mississauga, Brampton and Caledon areas. https://volunteermbc.org/

Toronto Charities

Website dedicated to charities, non-profit organizations, fundraising events, volunteering and charity jobs in Toronto.

http://www.toronto-charities.ca/

UTM CAREER CENTRE RESOURCES

There are many services and resources offered by the Career Centre that can help you in exploring and planning for your activist career. Check out the Career Centre website: www.utm.utoronto.ca/careers for more information. The following are some of the many services and resources that you can take advantage of:

Get Experience Fair

Held in September every year.

Your chance to meet with different employers and find out how to get involved and gain experience.

A list of participants will be listed on the Career Centre website in

September: https://www.utm.utoronto.ca/careers/events/fairs-utm/get-experience-fair

Get Hired Fair

Held every year in January, this fair allows students to learn about a range of summer and full time job opportunities.

https://www.utm.utoronto.ca/careers/events/fairs-utm/gethired-summer-full-time-job-fair



Graduate & Professional Schools Fair

Held in September every year.

Speak with representatives from various professional schools in Ontario such as Masters in Social Work, Masters in E





EXPERIENCE

Environmental Studies, Law, etc.

https://www.utm.utoronto.ca/careers/events/fairs-utm/graduate-and-professional-schools-fair

Extern Job Shadow Program

Provides students the opportunity to test drive a career by job shadowing a professional.

Previous participants have been placed with social workers, public policy analysts, family counsellors, lawyers and many other careers.

https://www.utm.utoronto.ca/careers/jsp

Electronic Resources

Career Centre Website:

"Career Planning" section provides links for research into possible activist careers such as Social Work, Public Policy Analyst, and Environmental Analyst.

"Jobs" section provides links to information on Internships, Employer Directories, Employment Services, etc. that can help with Job Search strategies.

https://www.utm.utoronto.ca/careers/

Career Cruising Website (Access through CLNx)

Useful resource to look into Job Descriptions, Working Conditions, Salary Information, Interviews, Associations, etc. for various social activist careers.

There are hundreds of different careers as well as over 900 multimedia interviews of people of different careers. "Activist" is also listed as a career option! https://clnx.utoronto.ca/home.htm

Career Centre E-Book Collection:

Access a wide range of e-books to help you identify your career goals, finding careers that have a social impact, help with grad school and much more.

https://www.utm.utoronto.ca/careers/career-planning/career-resource-library

Industry Reports and Labour Market Information:

To learn more about the not for profit sector click

on: $\frac{https://www.utm.utoronto.ca/careers/industry-reports}{https://www.utm.utoronto.ca/careers/industry-reports}. \ You can also find out additional information about the Canadian labour market for that sector by$

visiting: https://www.utm.utoronto.ca/careers/labour-market-information

Print Resources

Career Profile Binders

Sectioned off binders that contain Career information, Professional Associations, Education, Articles and Sample Posting print outs.

Relevant binders include Social Work (415), Environment (212), Lawyer (411) and more.

Books

A lot of different books are available in the library that can help you identify careers by majors and interests.



Individual Appointments:

Career Counsellors

If you are unsure about your career direction or want help with shaping your career direction, you may find it helpful to make an appointment with one of our career counsellors.

Drop by or call the Career Centre at 905-828-5451 to make an appointment.

Employment Strategists

Determine a job search plan with a professional, and receive ongoing coaching to keep you motivated and focused. Drop by or call the Career Centre at 905-828-5451 to make an appointment.

OTHER RESOURCES

The Sierra Club of Canada: How to Be an Activist

https://www.sierraclub.ca/

Read about grassroots activism and how to become an activist in your community.

Youth Activism Project

https://youthactivismproject.org/

Find out what other young activists are undertaking and have accomplished.

Z Communications

https://zcomm.org/

A major news and information resource for activists around the world

Activist Websites for Women's Issues

https://userpages.umbc.edu/~korenman/wmst/links_actv.html

List of numerous websites that focus primarily on women's issues activism

Environmental Activist groups in Canada

https://www.goodwork.ca/environmental-groups

A directory of Environmental groups in Canada

Canadian Centre for Policy Alternatives

http://www.policyalternatives.ca

Canadian web site dealing with local social and societal issues

Canadian Council on Social Development

http://www.ccsd.ca

Canadian info and news on social and community issues.





Article

HOW TO BE AN ACTIVIST

By Elizabeth May

The author, who has no academic credentials for activism, has based the following on over 30 years of campaigning. She is currently Executive Director of the Sierra Club of Canada.

How to be an Activist

There is no formal school for activists. No university degree qualifies the graduate to practice grassroots organizing. Environmental activists, like many other practitioners of social change, come in all shapes and sizes, from all walks of life, and even from all political parties. And all of us learn from experience. On the other hand, we should be able to benefit from the experience of others. Unfortunately, more often than not, people suddenly find themselves in a situation that requires a certain moral heroism. They had not planned to become activists.

Environmental problems themselves create activists. When a toxic landfill threatens the neighbourhood, local lawyers may volunteer to do some legal work, scientists may offer volunteer help and the community of concerned parents suddenly find themselves wondering how to write a press release, circulate petitions, and, even conduct a sit-in in a politician's office. By the time they are in the thick of a campaign, it is hard to know where to turn for help and advice.

The reality of ordinary people picking up the gauntlet and becoming politically active is largely unknown to the as-yet uninitiated public. By the time the small neighbourhood citizens' group gets its issue before the public, its members are already being labeled as "environmentalists". From that point on, their true identity is lost as surely as Clark Kent's when he emerges as Superman.

The media labeling process does society a disservice. It cuts off "activists" and "environmentalists" from "normal" people. The general public, as demonstrated by numerous polls, supports the principles of environmental protection and restoration, but usually they believe it is for some other category of people, called "environmentalists", to do the work they support.

When an environmental group is described as a "special interest" group, there is a blurring between those who protect "special" interests, usually of a financial nature, and those who work on a volunteer basis, usually at personal sacrifice and expense, to pursue a cause in the public good.

The reality of activism, for the environment or any other cause, is that democracy is at work. Citizens are exercising democratic rights. Rather than being the exception to the rule, for democracy to thrive, all citizens should be activists.



A Few Rules of Thumb

Recognizing that environmental activism is a democratic right, it is important to have a few rules of thumb to encourage the neophyte.

- Refuse to be intimidated. If you are told that a subject is too technical or scientific for you to understand, don't believe it. Elected politicians make these decisions all the time based on general knowledge and their sense of public opinion. The claim of "expert" versus average concerned citizen is inherently anti- democratic and elitist. You may not be an expert. But you can read and understand what experts have to say. Make a note of good quotes (including the source) of expert views concerned with the environment. Start your own card file of references to unleash if someone tries to suggest you don't know enough to be involved.
- Be creative! Every campaign and issue has its own dynamic. Let your creative juices flow. Maybe satire will work for you. Maybe song. Even conventional campaigns can attract more people if you have an optimistic, innovative approach.
- Don't take no for an answer. If you want to meet an elected official, call every day. Drop by the office and get to know the staff. Be persistent. The squeaky wheel.
- Ask lots of questions. Get to the bottom of issues. Do your homework.
- Use the telephone. It is a great research tool. Ten times better than writing and asking for information is phoning until you find the person who knows the answer and will immediately send you information. In addition to getting what you want, you may have uncovered a good source for future information and maybe even an ally in the bureaucracy.
- Be unfailingly polite. Being persistent is not the same thing as being rude. You may be in this for the long haul, so don't burn any bridges.
- Leave no stone unturned. Think about who knows who. How can you expand your network? Your allies may come from unexpected places, so do not make assumptions. Ask people for help.
- When someone in government does something good for the environment, be sure to give public credit and thanks.
- You can accomplish anything, if you don't care who gets the credit.
- Remember that politics is also personal. Watch out for burn- out. You'll need the support of friends and family. Build love into your campaigns.

For the rest of this article, visit: https://www.sierraclub.ca/national/activist-how-to/how-to-be-activist.html



