



Internal/External Posting
Program Coordinator - *Kujistahi*
Full Time Position – One year contract (with possible extension)

Delta Family Resource Centre (Delta Family) is a multi-ethnic, multi-site organization which has served communities in North-West Toronto for more than 35 years. Situated in ethno-racially diverse communities, Delta Family equips people with the tools and resources they need to live progressively fulfilling lives, using community-grounded approaches. The agency provides an evolving range of programs, services and activities for families, young children and their caregivers, youth and seniors. Committed to inclusive ways of engaging participants, Delta Family works to be part of a healthy engaged and empowered community where all people thrive.

The Kujistahi Program Team Lead will build the Kujistahi (Self-Respect) Centre – a Parenting and Family Centre for the Black community, funded by the Ontario Black Youth Action Plan. An initiative of Delta Family Resource Centre partnering with the African Canadian Heritage Assn, Kujistahi focuses on enhancing pride in identity and on enhancing the availability of effective parenting supports for Black parent / caregivers; and improving outcomes for Black children, youth and their families. This position will use a multi-disciplinary approach and work closely with the FRP Manger, Early Childhood Educators and other Delta Family and service partners.

Responsibilities:

- ✧ Design and lead the implementation of culturally relevant Black Parenting programs – focusing on parenting infants and toddlers, (early years), tweens and adolescents
- ✧ Capacity building for Black parents – training to provide Home-based Day Care services and grief peer-support
- ✧ Coordination of a parenting support group for Black parents / caregivers who have contact with the Provincial Child Welfare System
- ✧ Delivering culturally relevant drop-in programs for Black children and parents / caregivers – Programs based on the Ontario’s Pedagogy for the Early Years
- ✧ Coordinating the delivering of Tween programs – Programs for Black tweens, helping to improve their ability to build effective relationships with their parents
- ✧ Leading the implementation of an African Heritage program – Strengthening ACHA’s current Heritage program and expanding it to create a similar program for families in North West Toronto
- ✧ Incorporating an African centered approach into all activities
- ✧ Coordinating grief support for Black parents / caregivers and children affected by gun violence
- ✧ Making referrals to other relevant community resources and services and strengthening alliances with other community partners for the delivery of programs that respond to the needs of Black parents and children.
- ✧ Plan, prepare and implement program activities that respect each family’s needs and are responsive to the diverse cultural and language profile of the participants.
- ✧ Implement outreach strategies to identify and address accessibility barriers, changing trends and emerging and continuing needs within the community.

- ✧ Use collaboration and community development principles when implementing activities – ensure involvement of participants in advisory and decision-making structure.
- ✧ Act as a resource for parents and respond to their needs by providing information and referrals
- ✧ Recruit, train and coach community animators and volunteers to support the program
- ✧ Monitor outcomes and progress to ensure compliance with funder’s regulations and submit project reports as per guidelines.

QUALIFICATIONS:

- ✧ **Degree/diploma in community development, social work, child and youth work, early childhood education, relevant area or equivalent experience required**
- ✧ Minimum two years experience in the delivery of programs for families (young children, youth, parents) in a community setting
- ✧ Minimum of two years experience working with African/Black children and their families
- ✧ Demonstrated experience in or understanding of the delivery of African-centred programs for Black children, youth and their families
- ✧ Lived experience of the issues faced by Toronto’s African/ Black communities
- ✧ Demonstrated experience in the creation and implementation of innovative programs
- ✧ Understanding of the diversity of the African Canadian experience and understanding of the issues facing African Canadian youth in the community.
- ✧ Experience working in high priority or high – risk neighborhoods
- ✧ Understanding of the impact of oppression and anti-Black racism and the barriers faced by the Black community
- ✧ Demonstrated understanding of the intersectional identities of Black youth and the impact of various forms of oppression
- ✧ Excellent group facilitation and training skills
- ✧ Strong program planning and development skills
- ✧ Strong understanding of community development principles and practices
- ✧ Experienced self starter and independent worker
- ✧ Proficiency with Microsoft word, excel
- ✧ Strong command of the English language, verbal and written, Clear criminal reference check and valid CPR/First Aid
- ✧ **Other languages an asset**

Remuneration: \$48,448 - \$52, 015 annually – with benefits

Application deadline Date: November 12th, 2021/until filled

Anticipated start date: Immediate (Applications will be processed as received)

Forward your cover letter and resume to:

E-mail: [hiring@dfrc.ca](mailto: hiring@dfrc.ca)

Subject line: Kujistahi Coordinator

2291 Kipling Avenue Etobicoke, ON M9W 4L6

Delta Family is an equal opportunity employer and will make every effort to accommodate the needs of candidates through the selection process. Please let us know in advance if you require accommodation.

***Delta thanks all applicants; however only short-listed candidates will be contacted.
Internal candidates will be processed before external applicants are considered.***