

INTERNAL/EXTERNAL POSTING
Community Worker- (OLORI)
1-year contract until December 2022
3 days/week
Unionized Position

Delta Family Resource Centre (Delta Family) is a non-profit community-based organization situated in the North Etobicoke. Delta Family serves diverse communities and provides a wide range of programs, services, and activities that enhance individual skills and promote well-being and healthy communities. Known for strength in outreach, collaboration, a focus on programs for Black communities and capacity building, Delta Family is committed to meaningful community development.

This program is funded by the City of Toronto's Anti-Black Racism Initiative for a third year and focuses on enhancing pride in identity and leadership skills of African/Black youth. The Youth Worker, using an Anti-Black racism lens is responsible for building an intentional, sustainable community of support for Black youth leadership. The focus is on changing the 'single narrative' which so often defines and limits Black Youth, by providing innovative interventions which create opportunities for positive Black youth leadership and engagement. The initiative, 'OLORI' (Yoruba word for leadership) will continue to work with four partners (FYI, Black Creek CHC Somali Women and Children and Urban Rez) to engage youth in the west and other parts of the city in a series of activities that promote leadership development, civic engagement and the creation of youth councils for local youth. This is a one-year contract position at 3 days/week.

RESPONSIBILITIES:

- Work with OLORI partners and strengthen relationships with them and the youth groups involved in the OLORI initiative
- Engage and build the capacity of Black youth engaged in leadership activities in 5 different communities
- Engage Black youth to identify issues, needs, goals, aspirations, skills, abilities and services needed as well as barriers to accessing services
- Provide youth with the opportunities to explore and celebrate their African identity and build cultural pride
- Connect youth to Black led organizations, elders and key community resources and support as needed to facilitate access to programs, services, employment and other opportunities
- Act as a resource for youth and allies, respond to their needs by providing information and referrals
- Reorganize and re-strategize the continuation of the OLORI collaborative based on recommendations and reflections from evaluating OLORI's second year
- Develop and formalize assessable evaluation feature for participants and youth councils' members that allows for ongoing evaluations throughout the duration of the project
- Work closely with partners and develop toolkits for Black Youth Organizers
- Work in collaboration with Youth and Partner organizations to develop education campaign on COVID 19 and COVID recovery
- Work collaboratively with OLORI's partners to support their youth councils across the city
- To support and provide resources to Black youth and their families while exploring the implications of COVID 19 and health disparities
- To examine issues around ABR and its implications on Black youth and their families

- Establish and cultivate youth to be participants in Delta Family's programs and engage with Delta Family's staff
- Nurture the relationship between Delta's OLORI's youth and other youth programs and services offered at Delta
- Hold monthly meetings for OLORI youth staff and regular youth advisory and Partner Advisory committee meetings
- Develop and strengthen alliances with OLORI partners and be a key resource to them
- Ensure that program service standards are in accordance with an African Positive Youth Development
- Implement and maintain strength-based and evidence-based professional standards of practice within the program.
- Identify trends and examine community profile and demographics to guide proposed activities

QUALIFICATIONS:

- Candidate must possess a Social Services, Child & Youth, Social Work or equivalent degree/diploma from a recognized post-secondary institution or equivalent experience
- Three years' experience working with African/Black youth
- Minimum 3-5 year's experience in delivering youth programs
- Has lived experience of the issues faced by Toronto's African/ Black communities
- Understanding of the impact of oppression and anti-Black racism and the barriers faced by Black youth
- Awareness of the issues faced by Black youth engaged in various systems
- Demonstrated understanding of the intersectional identities of Black youth and the impact of various forms of oppression
- Demonstrated experience in mobilizing and supporting Black youth on social justice issues that affect and impact their lives
- Excellent group facilitation and training skills
- Possess an understanding of the diversity of the African Canadian experience and understanding of the issues facing African Canadian youth in the community.
- Knowledge of and experience working with an anti-oppressive and anti-racist framework
- Demonstrated advocacy skills and ability to encourage and support organizational advocacy
- Strong written skills, and excellent communication and interpersonal skills
- Ability to set consistent and appropriate limits
- Excellent organizational, planning and implementation skills
- **To protect the health and safety of employees, all new hires are required to be fully vaccinated or to demonstrate that the process is underway**

The successful candidate will be required to have/obtain a current vulnerable sector Reference Check (can be obtained upon offer of position). Delta Family is an equal opportunity employer.

Salary: \$ 42,420 - \$47,908 (pro-rated for 2 days/week or 40% of full-time annual salary)

Anticipated start date: ASAP

Closing Date: Continuous intake until position filled

Please submit your cover letter and resume by the closing date at hiring@dfr.ca

Subject line: Community Worker (Olori)

E-mail: hiring@dfr.ca

Please note that internal candidates will be considered before external candidates are processed. Interview will be arranged as applications are received
Accommodations are available in all aspects of the selection process. If you require accommodation, please let us know in advance.

We thank all applicants for their interest. Regretfully, only short-listed candidates will be contacted.