



Internal/External Posting
Black Agency Network, Community Development Worker
Full Time Position – One year contract

Delta Family Resource Centre (Delta Family) is a multi-ethnic, multi-site organization which has served communities in North-West Toronto for more than 40 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, Black communities, youth and seniors.

Delta Family is seeking a Black Agency Network Community Development Worker who will work with partners (CAS Toronto and Anchored Minds) to develop a Black Agency Network for the purpose of assisting Black/African children, youth and families involved with CAS Toronto to access a variety of culturally relevant services and supports that will safely support Black African Caribbean Canadian children, youth and families - including Kinship, Foster and Adoptive Families. The overall intent of this project is reduce the involvement of Child Welfare in the lives of Black families by connecting clients to culturally aligned community resources and supports. Work is currently

Responsibilities:

- ✧ Assist in the creation of a network of Black-led agencies to support Black/African families who are contact with CAS Toronto.
- ✧ Support the development of a Black Agency Network (BAN) of Black-led and serving community agencies to improve access to culturally appropriate services for Black and racialized families.
- ✧ Organize and implement focus groups to increase access to culturally appropriate supports and resources to assist Black children, youth and families to get their needs met in the community.
- ✧ Facilitate training with BAN members to ensure that there are shared values, and programming is offered with a participant-centric approach accounting for intersectionality's, capacities, abilities and needs.
- ✧ Support the development and implementation of culturally relevant Referral and intake processes so that community members can be referred to, or reach out to member agencies, who will provide the needed services.
- ✧ Assist children, youth and families from the Black communities of Toronto to access a variety of culturally relevant services.
- ✧ Implement an extensive outreach campaign aimed at letting community members know about the envelope of culturally appropriate services which exist for Black families.
- ✧ Support the development of referral pathways for CAS Toronto to refer families to the Black Agency Network of service providers and resources or for families to connect to the network themselves.
- ✧ Use collaboration and community development principles when implementing activities – ensure involvement of participants in advisory and decision-making structure.
- ✧ Report outcomes and progress to ensure compliance with project's guidelines and submit project reports as requested.

- ✧ Use collaboration and community development principles when implementing activities – ensure
- ✧ Other duties as assigne by supervisor.

REQUIREMENTS & QUALIFICATIONS:

- ✧ **Degree/diploma in community development, social work, child and youth work, relevant area or equivalent experience required.**
- ✧ Some understanding of the Child Welfare system and experience in navigating complex systems
- ✧ Minimum of two years experience working with African/Black children and their families.
- ✧ Demonstrated abiliy to work effectively with diverse partners.
- ✧ Lived experience of the issues faced by Toronto’s African/ Black communities.
- ✧ Existing network of contacts in Toronto’s Black communities
- ✧ Demonstrated experience in or understanding of the delivery of African-centred programs for Black children, youth and their families.
- ✧ Comprehensive understanding of the issues facing African Canadian families and their experience with complex and often hostile systems
- ✧ 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.
- ✧ Excellent group facilitation and training skills.
- ✧ Strong understanding of community development principles and practices.
- ✧ Experienced self starter and independent worker
- ✧ Commitment to working in an environment which practices and promotes generosity of spirit
- ✧ Proficiency with Microsoft 365.
- ✧ Strong command of the English language, verbal and written, Clear criminal reference check and valid CPR/First Aid Aid (can be obtained upon being offered the position).
- ✧ **Other languages an asset.**

Remuneration: \$47,908-50,654 annually – with benefits

Application deadline Date: July 22nd

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: Black Agency Network, Community Development Worker
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.***