



Internal/External Posting
Black Agency Network, Coordinator
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 Coordinator 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 hybrid with some in-person presence required.

Responsibilities:

- ✧ Create a network of Black-led agencies to support Black/African families who are contact with CAS Toronto, utilizing Delta Family Resource Centre's and partners' current network of partners that work within different realms of Black communities.
- ✧ Lead up a small team that will assist in the development of a formal community network that will improve access to culturally appropriate services for Black and racialized families.
- ✧ Organize focus groups to identify the culturally appropriate supports and resources required to assist Black children, youth and families to get their needs met by the community.
- ✧ Identify and invite relevant agencies, based on input from the focus groups, to form the Black Agency Network (BAN) that will support Black/African families have their needs met by 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.
- ✧ Work with the BAN to develop principles and guidelines to support the delivery of relevant culturally appropriate services which for Black/African families in contact with the Care system
- ✧ Develop 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.
- ✧ Connect the Black Agency Network (BAN) with navigator organizations such as Find help 211 to establish a referral process where possible.
- ✧ Work with CAS Toronto and Achored Minds to develop a community engagement strategy for CAS Toronto to connect with a broad base of Black serving resources, supports, community agencies and stakeholder groups.
- ✧ Design and implement an extensive outreach campaign aimed at letting community members know about the envelope of culturally appropriate services which exist for Black families.

- ✧ Engage CAS stakeholders where appropriate in the process of network development.
- ✧ Develop 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.
- ✧ Monitor outcomes and progress to ensure compliance with project’s guidelines and submit project reports as per guidelines.

REQUIREMENTS & QUALIFICATIONS:

- ✧ **Minimum requirement is a degree/diploma (preferably post-secondary) in community development, social work, child and youth work, relevant area or equivalent experience required .**
- ✧ Knowledge of the Child Welfare system and navigating complex systems
- ✧ Minimum of two years experience working with African/Black children and their families.
- ✧ Lived experience of the issues faced by Toronto’s African/ Black communities.
- ✧ Existing network of extensive contacts in Toronto’s Black communities
- ✧ Demonstrated ability to build partnerships and work effectively with diverse partners.
- ✧ Appreciation of the diversity of the African Canadian experience and commitment to inclusion of this diversity in programming
- ✧ Comprehensive understanding of the issues facing African Canadian families and their experience with complex and often hostile systems
- ✧ Demonstrated experience in or understanding of the delivery of African-centred programs for Black children, youth and their families
- ✧ Demonstrated experience in the creation and implementation of innovative networks and programs
- ✧ 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.
- ✧ Commitment to working in an environment which practices and promotes generosity of spirit
- ✧ Experienced self starter and independent worker
- ✧ Proficiency with Microsoft 365, report writing and documentation
- ✧ Strong command of the English language, verbal and written, Clear criminal reference check and valid CPR/First Aid (can be obtained upon being offered the position).
- ✧ **Other languages an asset.**

Remuneration: \$50,701-52,572 annually – with benefits

Application deadline Date: July 22nd 2022

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, 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 Family thanks all applicants; however only short-listed candidates will be contacted.

Internal candidates will be processed before external applicants are considered.