

Internal/External Posting
Community Development Worker- System Navigator
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 System Navigator for the Black Agency Network (BAN) who will work with CAS Toronto, agencies and the community to develop a Black Agency Network for the purpose of assisting CAS workers, 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:

- ✧ 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. Assesses and coordinates access to services regarding contributing factors and barriers eg housing, educational factors, financial issues, family supports, etc.
- ✧ Liaises with case workers and community agencies to facilitate access for Black families to culturally relevant services in the community.
- ✧ Attends client-focused meetings such as case planning to present and discuss cases and coordinates care with other professionals and community agencies as required.
- ✧ **Completes documentation as required by Delta Family, CAS and the network.**
- ✧ Provides consultation and/or training to staff, resource families, caregivers and clients re: appropriate culturally relevant supports, services and resources that can support families who need such supports.
- ✧ **Works in a safe manner in accordance with health and safety policies and procedures and all relevant legislation.**
- ✧ **Acts in accordance with and incorporates Delta Family's Code of Ethics, Confidentiality, Anti-Oppression/Anti-Racism, Harassment & Discrimination policies, etc.**
- ✧ Create a network of Black-led agencies to support Black/African families who are in contact with CAS Toronto, utilizing Delta Family Resource Centre's and partners' current network of partners that work within different realms of Black communities.
- ✧ Liaise with CAS staff members, the network and families to identify 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

- ✧ Work with CAS and BAN agencies to 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 regularly with CAS, the Black Agency Network (BAN), community and relevant organizations to establish a referral process.

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.**
- ✧ Knowledge of the Child Welfare system and experience in 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.
- ✧ 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
- ✧ 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: \$51,314-54,255 annually – with benefits

Application deadline Date: March 21, 2023

Anticipated start date: April 1, 2023

Forward your cover letter and resume to:

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

**Subject line: Black Agency Network,
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.