

INTERNAL/EXTERNAL POSTING

Student and Family Advocate (SFA)

(Full-time position)

Delta Family Resource Centre (Delta Family, DF) is a community-based agency which has served communities in North-West Toronto for more than 40 years. Acknowledging the consequences of intersecting forms of oppression on the health and well-being of individuals, families and communities, Delta Family Resource Centre offers programs, services and supports for Black and other priority populations in Northwest Toronto which amplify their resilience and strengths. As a multi-ethnic, multi-site organization, Delta Family provides a responsive range of programs, services and activities for families, children, youth and seniors. Committed to anti-oppression and inclusive ways of engaging participants, Delta Family works to be a part of a healthy, engaged and empowered community where all people thrive. A neighbourhood-based agency, Delta Family provides a hybrid workplace, and some in-person work is mandatory,

Delta Family is seeking diverse (in age, gender, and ethnicity) School and Family Advocates to design, develop and deliver the highly-targeted, community-based and culturally relevant advocacy supports tailored to the needs of Black students and families (“the Services”). These services are funded under the Black Youth Action Plan (BYAP) Student and Family Advocates (SFA) Initiative.

The successful candidate will provide advocacy supports, culturally relevant mentorship, navigational supports, referrals, sessions on anti-Black racism benefitting Black students (ages 6-25) and their families in the BYAP catchment area of Greater Toronto, Hamilton and the region of Peel. Advocacy supports will be provided in the Region of Peel (the municipality of Brampton) and Toronto’s Rexdale, Firgrove/Jane-Finch, and Kingsview Village neighborhoods. Partners include Dixon Youth Rise and Firgrove Learning Innovation Community Centre.

Work is currently hybrid. As a community-based organization committed to working with the local communities, staff members are currently required to work at least 2 days in person - for without community, there is no Delta Family.

Requirement and Responsibilities:

- Advocate on behalf of Black students and families within the *school systems/processes*).
- Provide information sessions to help build awareness of Anti-Black Racism and its impact on Black families, students and their life success.
- Provide Black students with culturally relevant mentorship, guidance, coaching and other community supports to enable academic success.
- Support Black students with the creation and implementation of education/career/life pathway plans as they relate to individual goal setting and achievement.
- Leverage cross-sector networks to connect/refer Black families and children to appropriate and relevant community supports and services that will enhance the impact of the SFA program.
- Provide knowledge, skills and support to empower families to advocate on behalf of their children and navigate the educational system (e.g. participate in educational decisions and processes such as family/teacher meetings and understand their rights under the relevant policies and practices of the Education Act). *SFAs will work with Black students and families to identify their needs, aspirations, and goals, and implement culturally relevant and actionable plans to help them respond effectively to barriers to success, pursue opportunities, and self-advocate.*

Secondary Roles and Responsibilities:

- Participate in SFA Training and Orientation
- Establish Advisory Committee
- Establish Partnerships / Formalize Relationships
- Develop and design program tools, promotion and outreach plan and materials
- Conduct Intake and Needs Assessments
- Collaborate with community partners, participants and schools, SFAs will help to amplify the voices and experiences of Black students and families to activate changes in education systems.
- Provide referrals to programs and services

Qualifications and Experience:

- Bachelor's degree in child & youth care, education, training, human resources, social work or related area is preferred
- Ability to work independently as well as to function effectively as a team
- Effective case management skills and experience using implementation tools for data management
- Ability to prioritize tasks and effective documentation of contacts
- Excellent written and verbal communication skills
- Proficiency in Microsoft Office applications, Client Management database systems and virtual communication platforms, e.g Zoom, Webex
- Supporting children, youth and families through advocacy as they navigate the education system
- Excellent follow-through when corresponding with partners, staff, and clients
- Registration with regulatory body within their field of practice is preferred

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.

Remuneration: \$47,908- 55,000 (SW 1 – SW 5, dependent on qualifications) with benefits

Due Date: September 22, 2023

Applications will be processed as they are received

Forward your cover letter and résumé quoting position title: **Student and Family Advocate**

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

Please note that internal candidates will be considered before external candidates are interviewed
We thank all applicants for their interest.

Regretfully, only short-listed candidates will be contacted

Wherever possible, accommodation will be provided.

Please let us know in advance if you require accommodation