



Internal/External Posting
Program Coordinator - *EarlyON Black Innovation*
Full Time Position – One year contract

Delta Family Resource Centre (Delta Family) is a community-based agency which has served communities in North-West Toronto for 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. Delta Family provides a responsive range of programs, services and activities for families, young children and their caregivers, youth, the Black community and seniors from various sites in North-West Toronto.

Committed to anti-oppression and inclusive ways of engaging participants, Delta Family is creating EarlyOn programs for Black Families in Toronto's north-west. ***Delta Family provides in-person and Virtual services to community.*** The agency provides an evolving range of programs, services and activities for families, young children and their caregivers, youth and seniors. Committed to inclusive ways of engaging participants, Delta Family works to be part of a healthy engaged and empowered community where all people thrive. **Staff are expected to work in person.**

The EarlyON Program Coordinator will enhance the creation and delivery of culturally relevant Black EarlyON Parenting and Child Family programs for Black communities in North-west Toronto. Funded by the Ontario EarlyON Black Innovation initiative, this position will focus on enhancing pride in Black identity and on Enhancing the availability of effective parenting supports for Black parents / caregivers; and improving outcomes for Black children and their families. This position will use a multi-disciplinary approach and work closely with the FRP Manger, Early Childhood Educators, Kujistahi Manager and other service partners . Additionally, the individual will be responsible for creating innovative programs, develop and helping to implement rigorous community engagement activities that strengthen and grow in-person programming for Black children , and their families.

Responsibilities:

- ✧ Designing and leading the implementation of culturally relevant Black Parenting programs – focusing on parenting infants and toddlers, preschools (early years)
- ✧ Leading the implementation for Black Parents/caregivers Advisory group
- ✧ Coordination of a parenting support group for Black parents / caregivers who have are experiencing parenting challenges
- ✧ Delivering culturally relevant drop-in programs for Black children and parents / caregivers – Programs based on the Ontario's Pedagogy for the Early Years
- ✧ Coordinating the creation and delivery of Parenting programs for Black parent/ caregivers , helping to improve their ability to build effective relationships with their Children
- ✧ Incorporating an African centered approach into all activities
- ✧ Making strategic linkages with other Delta Family departments to provide wrap around supports to families
- ✧ Making referrals to other relevant community resources and services and strengthening alliances with other community partners for the delivery of programs that respond to the needs of Black

parents/caregivers and children.

- ✧ Planing, preparing and implementing program activities that respond to each family's needs and are responsive to the diverse cultural and language profile of the participants.
- ✧ Implementing outreach strategies to identify and address accessibility barriers
- ✧ Being aware of changing trends and emerging and continuing needs within the community.
- ✧ Using collaboration and community development principles when implementing activities – ensure involvement of participants in advisory and decision-making structure.
- ✧ Act as a resource for parents and respond to their needs by providing information and referrals
- ✧ Recruiting, training and coaching community animators and volunteers to support the program
- ✧ Monitor outcomes and progress to ensure compliance with funder's regulations and submit project reports as per guidelines.

QUALIFICATIONS:

- ✧ Degree/diploma in community development, social services, community development, Early Childhood Education, or equivalent experience
- ✧ Minimum three years' experience in the delivery of programs for families (young children, parents/caregivers) in a community setting
- ✧ Minimum of two years' experience working with African/Black children and their families
- ✧ Demonstrated experience in the delivery of African-centred programs for Black children and their families
- ✧ 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 the Black community
- ✧ Awareness of the issues faced by Black youth in the Care system
- ✧ Demonstrated understanding of the intersectional identities of Black youth and the impact of various forms of oppression
- ✧ Excellent group facilitation and training skills
- ✧ Strong program planning and development skills
- ✧ Understanding of the diversity of the African Canadian experience and understanding of the issues facing African Canadian youth in the community.
- ✧ Strong understanding of community development principles and practices
- ✧ Experienced self starter and independent worker
- ✧ Experience working in high priority or high – risk neighborhood
- ✧ Proficiency with Microsoft word, excel
- ✧ Strong command of the English language, verbal and written, Other languages an asset
- ✧ Clear criminal reference check and valid CPR/First Aid

Remuneration: \$ 53,768 - \$55,753 annually – with benefits

Application deadline Date: Friday March 26, 2024

Delta Family Resource Centre is an equal opportunity employer.

Forward your cover letter and resume to: **Hiring Committee – EarlyON** by the closing date:

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

Hiring Committee, Delta family Resource Centre
2291 Kipling Avenue, Etobicoke, ON M9W 4L6

***Internal candidates will be processed before external applicants are considered.
Delta Family thanks all applicants; however only short listed candidates will be contacted.***