



**Internal/External Posting**  
**Black Agency Network**  
**System Navigation Coordinator (*Full Time Position*)**

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 and prioritizes work with Black communities.

Delta Family is seeking a Black Agency Network (BAN) System Navigation Coordinator who will initiate and maintain work with partners (Anchored Minds, Black agencies, Black-serving agencies, CAS Toronto)) to further develop and broaden a Black Agency Network that assists Black/African children, youth and families involved with CAS Toronto. BAN will provide access to a variety of culturally relevant services and supports that will safely support Black children, youth and families - including Kinship, Foster and Adoptive Families - navigate the welfare and other intersecting systems.

**Responsibilities:**

- ✧ Lead the creation and engagement of a collaborative regional network of B3 and Black serving agencies to support Black/Bi-racial families in contact with child welfare.
- ✧ Collaborate with BAN partners to develop principles and guidelines for delivering relevant, culturally appropriate services for Black/African families in contact with the care system.
- ✧ Use existing networks and experience to strategically expand, leverage and navigate effective working relationships with B3, Black-serving agencies, CAS and the broader community; and ability to independently design and deliver workshops and presentations
- ✧ Design and deliver relevant workshops and presentations for a variety of audiences
- ✧ Facilitate training sessions with BAN partners to ensure shared values and participant-centric programming, considering intersectionality, capacities, abilities, and needs.
- ✧ Work with CAS Toronto, Anchored Minds and partners 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
- ✧ Facilitate meetings of the BAN network in ways which mirror the values and principles of the network
- ✧ Develop and broaden a database of Black-led agencies to support Black/African families who are in contact with CAS Toronto, utilizing Delta Family's and partners' current network of allies that work within different realms of Black communities.
- ✧ 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, and for field referrals from BAN to culturally appropriate programming and relevant agencies
- ✧ Assist in creating and supporting a small team of Social work students to do initial Intake
- ✧ Identify and invite relevant agencies, based on input from the focus groups, to join the Black Agency Network (BAN) to support Black/African families having their needs met by community
- ✧ 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.

- ✧ 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 (BSW and registration with OCSWSSW (Ontario College of Social Workers and Social Service Workers) is an asset
- ✧ 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
- ✧ Experience in developing principles, guidelines and terms of reference for groups and coalitions
- ✧ **Strong facilitation skills and ability to independently design and deliver workshops and presentations**
- ✧ Comprehensive understanding of the Care system and sector with the ability to effectively navigate and engage both systems and other intersecting systems.
- ✧ Experience in building and maintaining effective networks and chairing/co-chairing coalition meetings
- ✧ Experienced self-starter and independent worker
- ✧ Ability to work collaboratively working to create a system that provides wholistic supports
- ✧ Ability to apply the Delta Family Sesa Wo Suban model to the work with families involved in the care system.
- ✧ Demonstrated ability to build partnerships and ability to work effectively with diverse partners, including CAS Toronto
- ✧ 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, including anti-Black racism and other barriers
- ✧ Demonstrated experience in or understanding of the delivery of African-centered programs for Black children, youth and their families
- ✧ Demonstrated experience in the creation and implementation of innovative networks and programs ✧ Strong understanding of community development principles and practices.
- ✧ Commitment to working in an environment which practices and promotes generosity of spirit
- ✧ 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: \$53,236 -55,201 annually – with benefits**

**Application deadline Date: Feb 28<sup>th</sup> 2025**

**Anticipated start date: Immediate**

Forward your cover letter and resume to: **E-mail: [hiring@dfrc.ca](mailto: hiring@dfrc.ca)**

**Subject line: BAN System Navigation Coordinator**

**123-2291 Kipling Avenue Etobicoke, ON M9W 4L6**

Delta Family is an equal opportunity employer and makes 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.  
A unionized workplace, Internal candidates are considered before external applicants are processed.**