

Internal/External Posting

Early Childhood Assistant (ECA) – Black EarlyON

Part-Time Position (21/hrs) (Two positions)

About Delta Family Resource Centre

Delta Family Resource Centre (Delta Family) is a Black-led, Black-serving, and Black-focused (B3) community-based agency that has supported diverse communities in Northwest Toronto for over 40 years. Since 1981, Delta Family has delivered a wide range of programs, customized services, and community-driven activities across seven locations. Our work enhances individual skills, promotes well-being, and strengthens community connections.

We are deeply committed to anti-oppression, addressing Anti-Black racism, and fostering inclusive, culturally affirming engagement with participants. Our place-based and race-based approach reflects the ethno-racial diversity of the communities we serve. We envision vibrant, empowered neighbourhoods where Black potential is nurtured and celebrated, and where all people thrive.

Position Overview

The Early Childhood Assistant (ECA) for the Black EarlyON program supports the delivery of culturally responsive, developmentally appropriate early learning experiences for Black children and their caregivers, serving children from birth to six years of age. The program centres Black families and creates space where Black children, caregivers, culture, and community knowledge are reflected, respected, and celebrated.

Working collaboratively within a multidisciplinary team including Registered Early Childhood Educators, family support workers, program facilitators, and community outreach staff, the ECA helps create safe, engaging, and culturally affirming environments. This role assists with program set up and delivery, family engagement, and the preparation of program activities and materials, contributing to a welcoming space where Black identity, culture, and family experiences are recognized and celebrated.

Key Responsibilities

- Assist in planning and delivering inclusive, play-based early learning activities aligned with EarlyON guidelines.
- Support the supervision of children in program spaces to ensure their safety, well-being, and positive participation in activities.
- Support the creation of culturally affirming programming that reflects Black identity, heritage, and lived experiences.
- Help facilitate parent–child interactive sessions, group activities, and workshops.
- Prepare program materials, set up learning environments, and ensure spaces remain clean, safe, and organized.
- Assist with maintaining a safe and healthy environment by supporting daily cleaning, toy sanitization, and room organization in accordance with health and safety policies.
- Welcome families and caregivers, helping to create a warm, respectful, and inclusive atmosphere.
- Support families by providing general information about programs and community resources.
- Build positive relationships with children, caregivers, and community members.
- Promote a sense of belonging and community connection within the Black EarlyON program.

- Assist with attendance tracking, documentation, and reporting as required.
- Collaborate with a multidisciplinary team to support program planning and continuous improvement.
- Participate in staff meetings, training, and professional development opportunities, including learning related to anti-oppression and Anti-Black racism, culturally responsive programming, and early childhood development
- Follow all health, safety, and organizational policies and procedures.

Your fit

You have lived experience as a person of African descent.

Qualifications

- Early Childhood Assistant certificate or equivalent experience working with young children and families.
- Knowledge of child development and play-based learning principles.
- Knowledge of the EarlyON Child and Family Centre Guidelines
- Demonstrated understanding of anti-oppression and Anti-Black racism frameworks.
- Experience working with Black communities or in culturally diverse early learning environments is an asset.
- Strong communication, interpersonal, and teamwork skills.
- Ability to work collaboratively within a multidisciplinary team
- CPR/First Aid certification (or willingness to obtain).
- Ability to work evenings and weekends, with flexibility based on program needs.
- Successful completion of a Vulnerable Sector Screening is required

How to Apply

Please submit your cover letter and resume in on document to: hiring@dfrc.ca

Subject line: Early Childhood Assistant (ECA) – Black EarlyON

Application deadline: August 27, 2026

Remuneration: \$37,792.44 - \$39,134.42 annually – with benefits

Internal candidates will be considered before external candidates are processed.

Delta Family is an equal opportunity employer and makes every effort to accommodate the needs of candidates through the selection process.

We thank all applicants for their interest. Regretfully, only short-listed candidates will be contacted.