

JOB POSTING (EXTERNAL/INTERNAL)

Student Family Advocate (2) Full Time Position –Unionized 6 Months – Renewal Dependent on Funding

Background:

Delta Family Resource Centre (Delta Family) is a Black-led, Black-serving, and Black-mandated (B3+) community-based organization that has proudly served Northwest Toronto for over 40 years. Through culturally responsive programs, services, and partnerships, Delta Family is committed to advancing equity, strengthening communities, and creating environments where Black children, youth, and families can thrive.

Funded through the Black Youth Action Plan (BYAP), Delta Family is seeking two dynamic School and Family Advocates to design, develop, and deliver culturally relevant, community-based advocacy and support services for Black students and families. Reporting to the Program Manager, the successful candidates will provide advocacy, mentorship, system navigation, referrals, and educational workshops focused on addressing Anti-Black Racism and promoting positive educational outcomes. Working with Black students (ages 6–25) and their families across the Greater Toronto, Hamilton, and Peel regions, the School and Family Advocates will help strengthen family engagement, support student success, and connect participants to community resources and opportunities.

As a community-based organization committed to collaborative and relationship-centered service delivery, staff are required to work a minimum of three days per week in person, with occasional evenings and weekends as needed.

Position Responsibilities:

- Advocate on behalf of Black students and families within educational systems and support their participation in school-related decision-making processes.
- Provide culturally responsive mentorship, coaching, and guidance to Black students to support their academic, career, leadership, and life goals.
- Support students in developing and implementing individualized education, career, and life pathway plans.
- Empower families with the knowledge, skills, and resources needed to effectively advocate for their children and navigate educational systems, policies, and processes.
- Conduct outreach, intake, needs assessments, and service planning with Black students and families to identify strengths, goals, barriers, and opportunities.
- Deliver workshops, information sessions, and awareness-building activities focused on Anti-Black Racism, educational equity, student success, and family engagement.
- Connect students and families to appropriate community resources and supports through referrals, advocacy, and cross-sector collaboration.
- Build and maintain partnerships with schools, community organizations, and sectoral and non-sectoral stakeholders to strengthen program outcomes and service coordination.
- Collaborate with students, families, schools, and community partners to amplify Black voices and experiences and support positive systems change within education.
- Participate in program training, orientation, advisory committee activities, and the Student and Family Advocate Community of Practice.
- Support the development of program tools, outreach materials, promotional activities, and reporting requirements.
- Maintain accurate client records, service documentation, and program data as required.
- Perform other related duties as assigned.

Position Qualifications:

- Bachelor's degree in Child and Youth Care, Education, Social Work, Human Resources, or a related field, or an equivalent combination of education and relevant experience.
- Minimum two (2) years of experience working with children, youth, and families within school or educational environments.
- Lived experience and/or demonstrated understanding of the strengths, challenges, and systemic barriers impacting Black communities.
- Strong knowledge of Anti-Black Racism (ABR), equity, and the experiences of Black students and families within education and other systems.
- Proven experience addressing bias, systemic inequities, and discrimination through advocacy, engagement, and community-based approaches.
- Knowledge of the Ontario education system and experience supporting students and families to navigate educational processes and services.
- Demonstrated ability to build and maintain collaborative relationships with schools, community organizations, families, and other stakeholders.
- Experience in case management, service planning, documentation, and supporting a caseload of approximately 15–20 students and families.
- Strong organizational skills, including the ability to prioritize competing demands, maintain accurate records, and follow through on commitments.
- Excellent written, verbal, facilitation, and interpersonal communication skills, including workshop development and delivery.
- Proficiency in Microsoft Office, virtual communication platforms (e.g., Zoom, Webex), and client management or data-tracking systems.
- Ability to work independently and collaboratively within a team environment.
- Registration with a relevant professional regulatory body is considered an asset.
- A valid Vulnerable Sector Check is required (or in progress at the time of hire).

COMPENSATION: \$49,345 – \$56,650 per annum

Submission Details: Opened until Role is Filled

Please send your resume and cover letter in one document to hire@dfrc.ca

Subject Line: Student Family Advocate

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

Internal candidates will be considered and processed prior to external applicants.

We thank all applicants for their interest; however, only those who are shortlisted will be contacted.

