

JOB POSTING (EXTERNAL/INTERNAL)

Youth Engagement Worker (1 Year Contract) Part Time Position – 21 Hours (0.6 FTE), Unionized

Background:

Delta Family is a Black-led, Black-serving, and Black-mandated (B3) non-profit community organization that has proudly supported communities in Northwest Toronto for over 40 years and has since expanded to provide services across the City of Toronto. As a multi-site organization, it is committed to building vibrant communities where Black potential is nurtured and celebrated, and where all people can thrive. Through a wide range of programs, services, and activities, Delta Family strengthens individual and organizational capacity while promoting well-being and fostering healthy, connected communities.

Delta Family has received four-year funding to development and launch a Systems innovations initiative to introduce an alternative framework that exposes inequitable application of school policies/practises that harm Black students. The ***Shifting of the Narrative Initiative (STN)*** is committed to working to create a school system where Black youth are not disproportionately disciplined, and where systemic inequities are actively identified, interrupted and replaced with accessible and equitable resources. We are seeking a dynamic and innovative Youth Engagement Worker to support the development and ongoing engagement of a Youth Advisory Group and other key stakeholders. Youth voices, leadership, and lived experience are central to the reforms aimed at transforming how schools respond to Black students and families. This project seeks to address the root causes of the school-to-prison pipeline through cross-sector collaboration among education, justice, and Black community partners.

Core Competencies:

- Awareness of the impact of anti-oppression, anti-Black racism within the education system and other complex systems and the importance of incorporating culturally relevant approaches and sensitivity awareness in both professional conduct and work-related deliverables.
- Understanding of the impact of trauma and incorporates a trauma-informed approaches as well as intersectional approaches to gender analysis in supporting Black students, youth and families throughout their healing journey.

Position Responsibilities:

- Plan and implement a range of youth-focused initiatives across Toronto that support the development and implementation of new culturally relevant frameworks and toolkits within the school ecosystem, promoting and enhancing equitable access to alternative supports.
- Support the development, coordination, and engagement of the STN Youth Advisory Group.
- Facilitate youth engagement by mobilizing youth to participate in peer education initiatives.
- Conduct outreach, youth engagement, facilitation, training, and leadership development activities.
- Develop a network of youth leaders equipped to engage their peers through effective outreach, advocacy, and mentorship.
- Lead and participate in the planning and delivery of community events, town halls, and cafés that center and amplify youth and family voices.
- Implement outreach strategies to identify and address accessibility barriers, emerging trends, and evolving community needs.

- Serve as a resource for youth and allies by providing information, support, guidance, and referrals.
- Cultivate partnerships with community stakeholders, organizations and schools across Toronto to identify and collaborate on opportunities for program development and delivery.
- Analyze community and school demographics, trends, and profiles to inform and guide program planning and proposed activities.

Position Qualifications:

- Three years of relevant post-secondary education or a diploma in Youth Work, Social Services, Community Development, or a related field, or an equivalent combination of education and experience
- Minimum of two years' experience working with and engaging youth from diverse, marginalized, and equity-deserving communities
- Demonstrated knowledge of culturally responsive, trauma-informed, anti-oppressive, and youth-centered approaches to youth engagement, outreach, and program development
- Proven experience mobilizing, mentoring, and supporting youth through peer engagement, leadership development, advocacy, and community-based initiatives
- Strong ability to design, coordinate, and facilitate workshops, trainings, town halls, community events, and youth engagement activities
- Experience building collaborative partnerships with schools, community organizations, service providers, and community stakeholders to support program development and delivery
- Demonstrated ability to identify accessibility barriers, assess community needs and trends, and provide youth with appropriate supports, referrals, and systems navigation
- Excellent group facilitation, communication, organizational, planning, and event coordination skills, with the ability to work independently in a fast-paced environment
- Strong research, analytical, advocacy, and problem-solving skills, including the ability to use community and demographic data to inform programming and outreach strategies
- Proficient in Microsoft 365, including Word, Excel, PowerPoint, Outlook, and Teams
- Fluency in a second language is considered an asset
- Perform other related duties as assigned to support program objectives and organizational priorities

COMPENSATION: \$46,799 - \$56,433 per Annum

Submission Details: Opened until Role is Filled

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

Subject Line: STN Youth Engagement Worker

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.