

INTERNAL/EXTERNAL POSTING

2 Settlement Worker in Schools (SWIS) worker (Bi-lingual) (Full time 1 Year Contract position – possibility of extension)

Delta Family Resource Centre (Delta Family) is a Black-led, Black serving and Black mandated (B3) non-profit community organization which also continues to serve the local communities of Northwest Toronto which it has been part of for more than 40 years. A multi-site organization committed to creating vibrant communities where Black potential is nurtured and celebrated, and all people thrive. The agency provides a wide range of programs, services and activities that enhance individual/organizational skills and promote well-being and healthy communities. Delta Family is committed to equity and works to model meaningful community development.

Delta Family has received 3-year funding to introduce Bridging Horizons, a settlement program for convention refugees and permanent residents which will focus on Black/African immigrants, while also serving all eligible clients. The program offers a host of culturally relevant settlement services and school-based activities that assist and facilitate the settlement journey, enhance the ability of newcomer students, parents and guardians, assisting them to function effectively in Toronto, within the school and education system, to increase settlement knowledge and improve connections to community and expand their social networks.

The SWIS worker will play a pivotal role in supporting the settlement and integration of eligible newcomers students and their parents/guardians. The Settlement Worker in Schools (SWIS) is dedicated to supporting the settlement and integration of Black, African, Caribbean/Diasporic [BAC/D] newcomer students, parents, and guardians in the Etobicoke (West end) area, ensuring a seamless and effective integration process. The role involves addressing needs and challenges influenced by pre-arrival experiences, anti-Black racism, and other forms of discrimination. The Settlement worker works collaboratively with students, families, and school staff to provide trauma-informed, wrap-around, and client-centered settlement supports. Special attention is given to newcomer girls and LGBTQIA2S+ students, whose intersecting identities may impact their educational equity and overall well-being. This includes assisting clients with settlement needs, navigating immigration processes, accessing labour market and connecting to the community. The Settlement Worker is also responsible for providing information orientation, referrals, facilitating workshops, and supporting events and community connections. If you're passionate about driving positive change and empowering marginalized families, we encourage you to join our mission.

Core Competencies:

- Awareness of the impact of anti-oppression, anti-Black racism 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 and racialized immigrants throughout their healing journey.

Key Responsibilities

- The SWIS worker responsibilities encompass orientation and transition support for newcomers' students and their families, client support, engagement and advocacy, resource coordination and referrals, program development, workshops, after school activities and connections to community and inclusion as well as documenting and reporting activities and outcomes.
- Facilitate school orientation sessions for newcomer students and families, covering topics such as school registration and system navigation.
- Engage Peer Leaders to support orientation activities, fostering peer-to-peer mentorship and positive role modeling.
- Support peer volunteers in participating in orientation sessions and activities to help newcomer students navigate their local environment, such as learning to use the transit system, visiting local sites of interest, attending cultural events, and engaging in winter recreation activities.
- Ensure confidentiality, safety, and inclusivity in all peer-led and community activities, fostering a respectful and supportive environment for all participants.
- Provide information and supports to Black/African/Caribbean/Diasporic and other newcomer students, their parents, and guardians that recognize and address the impact of pre-arrival experiences and anti-Black racism in Canadian society on successful integration and school completion.

- Provide wrap-around support for students and families facing high-risk situations, such as homelessness, family violence, or mental health challenges.
- Connect students and families with community resources, scholarships, grants, and post-secondary opportunities.
- Advocate for the reduction of risks related to anti-Black racism, gender-based violence, and discrimination in educational settings.
- Foster meaningful connections among newcomer students, Indigenous Peoples, and the broader Canadian community, emphasizing respect, understanding, and collaboration to build social cohesion.
- Raise awareness about Canada's history, including Truth and Reconciliation principles and the contributions of Black and Indigenous peoples, to promote inclusion and understanding.
- Coordinate bi-weekly English Conversation Circles led by peer volunteers to discuss topics such as tips for academic success, technology literacy, addressing anti-Black racism, being Black and LGBTQIA2S+, finding employment, Canadian culture and history, positive mental health and healthy living, diversity and inclusion, and other emerging client needs.
- Share resources and information to empower families to navigate the Canadian education system and community services effectively.
- Collaborate with school staff and community partners to design and implement culturally relevant programming.
- Maintain accurate and confidential client records, including case notes and progress reports.
- Other duties as may be assigned

Qualifications & Skills

- Degree or diploma in Social Work, Community Development, Counseling, or a related field or relevant experience
- Minimum of 2 years of experience in working with refugees and immigrants, settlement services, case management, or a similar role.
- At least 2 years experience in engaging youth and delivering youth programs
- Working knowledge of the Canadian education system, immigration processes, and community resources
- Demonstrated understanding of anti-Black racism, gender-based violence, intersectionality and their impact
- Intimate knowledge of issues impacting Black immigrants and other racialized newcomers
- Proven ability to deliver culturally sensitive and trauma-informed services.
- Some case management experience is an asset
- Excellent communication, interpersonal, and organizational skills.
- Experience facilitating workshops, counselling sessions, and support groups.
- ***Language skills are critical, pls indicate your language skills in your application (eg French, Swahili, Somali, Arabic, Amharic, Tigrinya etc)***
- Proficiency in English with strong oral and written skills is required
- Other languages relevant to the target communities are an asset.
- Must be able to work flexible hours, including weekends and evening, and in person.
- A valid Vulnerable Sector Check (VSC) is required for this position. Candidates must be able to obtain and maintain a satisfactory VSC as a condition of employment.

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

Delta Family is an equal opportunity employer

Forward your resume and cover letter quoting **SWIS Worker**

Email: hiring@dfrc.ca

Hiring Committee Delta Family Resource Centre

Closing Date: Position Open till filled

***As a unionized workplace, internal candidates will be processed before external applicants are considered.
Delta Family thanks all applicants; however only short-listed candidates will be contacted.***