



CAREER OPPORTUNITY

Guided by Catholic values and teachings we serve children and youth within the Hamilton community by protecting their safety and well-being, strengthening their families, and nurturing lifelong relationships.

Catholic Children's Aid Society of Hamilton seeks interested and qualified applicants for:

Manager of Diversity, Inclusion and Equity

Regular, full time (35 hours per week)

Required Qualifications

- Master of Social Work degree with five years child welfare experience; preference given to additional studies in diversity.
- Demonstrated understanding of the Child and Family Services Act, Ministry standards and guidelines, CCASH policies and procedures, our Collective Agreement and a demonstrated understanding of direct practice issues including CCASH systems, services and programs.
- Demonstrated knowledge and understanding of the Ontario Human Rights code and Federal Employment Equity Legislation.
- Well-developed leadership skills.
- Demonstrated understanding and application of an anti-oppression framework. Understands theory and practice of equity and social inclusion as applied to communities, institutions and groups.
- Credibility as a strong and effective champion for equity and valuing of diversity.
- Demonstrated knowledge of issues related to cultural diversity, oppression, and privilege and power dynamics.
- Demonstrated advocacy and promotion of human rights and equity issues through work or volunteer activities.
- Experience in managing organizational change initiatives and leading the development and implementation of special programs, reviews and positive outcome measures.
- Project management, policy and program development and implementation experience.
- Excellent communication, presentation and, teaching skills; strong written communications skills.
- Excellent interpersonal skills to liaise with community professionals, staff, resource parents and volunteers.
- Ability to establish and maintain networks with grass roots advocacy groups and community agencies serving diverse groups.
- Ability to work collaboratively with individuals from a wide range of backgrounds and cultures across the Society and within the community.
- Superior problem solving and analytical skills.
- Ability to identify needs, initiate, coordinate and manage the implementation of innovative solutions in response to organizational issues.
- Excellent consultation skills at all levels within an organization.
- Knowledge of Microsoft Office, with proficiency in Word, Power Point and Outlook.

Key Responsibilities



- Chairs the Society's Anti Oppressive Practice (AOP) Committee.
- Acts as a key resource to the management team and staff, helping to ensure that principles of anti-racism and anti-oppression are integrated into all aspects of our policies, programs and services.
- Supervises the Employee Resource Groups to ensure achievement of yearly goals in alignments with the AOP Action Plan priorities.
- Provides leadership and program coordination to the Society's efforts to recognize and build an inclusive environment by addressing issues of oppression based on race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability in accordance with the Ontario Human Rights Code.
- Identifies the needs of our organization as it relates to the children and families we serve by building strong community partnerships and developing ongoing relationships with service providers that will meet those identified needs.
- Reviews all policies, procedures, and practices within the Society; revise and develop as they relate to the anti-racism/anti-oppressive organizational model and strategic map.
- Develops recommendations for anti-oppressive organizational practices that are aligned with the Society's Strategic Plan.
- Develops and implements a communication strategy that informs the community stakeholders about our AOP initiatives.
- Develops and implements a training and education program for staff, volunteers and foster parents highlighting sensitivity and awareness of AOP practices in consultation with our management team.
- Provides ongoing education and awareness to our senior management team, management team and board members on provincial initiatives.
- Provides AOP guidance and assistance to Haldimand Norfolk CAS.
- Performs such other duties as may be required and assigned from time to time.
- Comply with Health and Safety policies and the Ontario Health & Safety Act.
- Committed to anti-oppression values of justice, equity, respect of the beliefs and traditions of others
- Committed to agency values of Success for Children, Youth and Families, Service Excellence, Integrity, Human Dignity & Respect, Communication & Collaboration, Compassion, Shared Accountability and Our Team

We offer attractive benefits, with experience based remuneration.

Please apply in writing or e-mail to the attention of: hr@hamiltonccas.on.ca or 735 King Street East Hamilton, ON L8M 1A1

We are an equal opportunity employer and are committed to building an inclusive process that respects the dignity and independence of people with disabilities.

If you require a disability related accommodation in order to participate in the recruitment process, please inform Human Resources at 905-525-2012 ext. 3377.