



Job Posting #	2020-07
Title:	Equity in Child Welfare Facilitator
Location:	Ontario

The Ontario Association of Children's Aid Societies (OACAS) has represented Children's Aid Societies in Ontario since 1912, providing service in the areas of government relations, communications, information management, education and training to advocate for the protection and well-being of children.

We are seeking experienced child welfare professionals and/or social service professionals to deliver a three-day Equity in Child Welfare course with backgrounds in training and/or facilitation, working within an anti-oppressive and anti-racist framework, and knowledge of:

- equitable child welfare practices, principles, and procedures
- individual, cultural, and institutional oppression
- power relationships
- intersectionality of oppression
- decolonizing practices
- anti-Black racism
- critical reflective and reflexive practice
- other related topics

Successful candidates will attend the Train-the-Trainer (TTT) workshop and participate in ongoing professional development opportunities as preparation to deliver the new curriculum.

Duties and Responsibilities:

1. Attend the Train-the-Trainer (TTT) workshop as scheduled by OACAS
2. Attend ongoing professional development opportunities for Trainers
3. Deliver the course to staff within your agency, zone or training consortium, in person and/or virtually
4. Enhance learner experiences by bringing forward an understanding of equity and inclusion, especially as it relates to equity seeking groups that are facing issues of disproportionality and disparity in services
5. Deliver curriculum to a diverse audience, including new workers, more experienced workers, supervisors and those with varying levels of understanding of equity and oppression
6. Promote an anti-oppressive and anti-racist approach to learning enhanced by an understanding of and an ability to critically examine the power imbalance inherent in organizational structures
7. Possible travel, overnight or otherwise, to deliver training to agency child welfare staff across Ontario

8. Follow the policies, procedures and expectations outlined in any materials provided by OACAS
9. Participate in ongoing trainer development activities and programs offered by OACAS to stay current with curriculum updates and changes

Qualifications:

Education and Experience

- Minimum of 2 years of experience training adults (either as a current OACAS trainer, or delivering other training sessions/courses/workshops for CAS staff or other audiences outside of a CAS)
- Minimum of 2-year experience training equity and/or anti-oppression content or equivalency of 4 years' experience working directly within the area of equity, inclusion or anti-oppression
- Minimum of 5 years of experience in the child welfare or related sectors (i.e. Mental Health, Intimate Partner Violence, Child Rights)
- Advanced knowledge of equitable child welfare practices, principles, and procedures, for example as gained through education, work experience
- Experience working with diverse stakeholders and working within an anti-oppressive framework to promote equity and inclusion
- Strong group facilitation skills and the ability to facilitate difficult conversations
- Excellent problem-solving skills and ability to adapt to varying audiences

Assets:

- Experience working with equity seeking groups
- Demonstrated awareness, understanding, and lived experiences of diversity, marginalization and imbalance of power.
- Access to A/V equipment to use for training
- Experience training soft skills
- Experience teaching social justice issues and facilitating sensitive conversations

Successful candidates will be requested to train on an as-needed basis, and therefore may continue their current employment. Please note, training requests are occasional and may be infrequent.

APPLY ONLINE at <https://jobs-oacas.icims.com/jobs/intro> by Friday, October 30, 2020

We thank all candidates for their interest; however only those considered for an interview will be contacted.

OACAS is committed to building a diverse workforce representative of the communities we serve. We encourage and are pleased to consider applications from all qualified candidates, without regard to race, colour, citizenship, religion, sex, marital / family status, sexual orientation, gender identity, aboriginal status, age or disability.

Accommodation at OACAS

We are committed to a selection process and work environment that is inclusive and barrier free. Accommodation will be provided in accordance with the Ontario Human Rights Code. Applicants are required to make any accommodation requests for the application, interview or

selection process known in advance by contacting the Human Resources Department at 416 987-7725. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the interview or selection process which will enable you to be assessed in a fair and equitable manner.