



Family and Children's Services of St. Thomas & Elgin

Our Mission

We protect children and youth from abuse and neglect by ensuring their safety in a permanent and nurturing environment in partnership with families and the community.

EQUITY, TRAINING & PRACTICE TRANSFORMATION LEAD

We welcome applicants from Indigenous and/or racialized backgrounds to apply.

SCOPE OF THE JOB

Reporting to the Director of Service, this position is responsible for leading the diversity, equity and inclusion strategy and framework for Family and Children's Services of St. Thomas and Elgin, with a primary focus on addressing marginalized populations which are overrepresented in the child welfare sector. This position will work alongside the management team, practitioners and a variety of community stakeholders to ensure services are provided through the perspective of an anti-oppressive and anti-racist lens. In addition, this position will have primary responsibility for developing, embedding and evaluating key training initiatives such as Signs of Safety, as well as practice transformation initiatives. The successful incumbent must lead courageously and will be required to make recommendations on service, policy changes and/or enhancements that contribute to a model of equitable service excellence.

Other duties as assigned. This position is outside of the Bargaining Unit.

QUALIFICATIONS:

- Post-secondary education in a relevant discipline from a recognized academic institution; and/or,
- Minimum 5 years demonstrated progressive experience in leading an equity, diversity and inclusion initiative preferably in the child welfare or related field;
- Experience in initiating and leading organizational change;
- An equivalent combination of education and experience sufficient to successfully perform the essential duties of the job.

POSITION REQUIREMENTS

Candidates must have:

- Demonstrated commitment to addressing systemic racism both personally and professionally;
- Willingness to actively participate in change;



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- An open and collaborative leadership style that promotes partnerships and builds trust;
- Innovative thinker with the ability to promote continuous improvement and to lead and influence change;
- Proficiency in computer skills in a digitized and often virtual environment;
- Knowledge of Ontario child welfare legislation and service delivery structure;
- Ability to work independently and as part of a team;
- Strong communication skills that foster cooperation, build consensus, gain support and influence decision making and outcomes;
- Awareness of Issues facing First Nations, Inuit and Metis (FNIM) Peoples and the Truth and Reconciliation Report;
- Clear and explicit commitment to the practice of Signs of Safety and its implementation within the organization; and
- Knowledge of race equity practices including One Vision One Voice.

DUTIES AND RESPONSIBILITIES

- Creates equity driven solutions, executes ideas, services and initiatives related to diversity, equity and inclusion;
- Supports systemic initiatives that dismantle racism and oppression with a focus on family centered care and children's rights;
- Works in consultation with our Indigenous and equity seeking communities and partners on all aspects of work;
- Leads change initiatives for integrating equity, anti-oppressive practices, ensuring Agency alignment with anti-oppressive goals/objectives;
- Develops an equity/anti-oppressive lens and guides management in applying the lens to decisions, practices, service, policy and program development;
- Fosters understanding and mutual acceptance of diversity among staff, volunteers, students, alternative caregivers and services users;
- Provides equity/anti-oppressive coaching, mentoring and leadership to all levels of management;
- Participates or acts as a resource to relevant committees and resource groups to ensure effective functioning and contribution to the agency's anti-oppression and diversity objectives;
- Facilitates the development of internal capacity for prevention and resolution of equity and anti-oppression related conflicts by working with senior staff to manage these issues;
- Works collaboratively with the Human Resources (HR) and Service departments to provide input on the development of HR and Service policies and practices to ensure alignment with the agency's anti-oppression and equity strategy;



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- Acts as the OACAS training designate and member of the internal training committee to ensure organization training needs are identified, prioritized and incorporated into the annual training calendar;
- Provides leadership in implementing and embedding of Signs of Safety framework into the organization with equity, diversity and inclusion at the centre of the practice; and
- Led by external Signs of Safety trainers and consultants, is part of an internal training development group and will observe, then work alongside licensed trainers and successively start to lead elements of Signs of Safety training.

HEALTH AND SAFETY

- Provides leadership to ensure yourself, and workers work in a consistent manner with the requirements/regulations of the Occupational Health and Safety Act (OHSA), and Agency's policy and procedures;
- Adhering to all reporting procedures for workplace injuries/illnesses and incidents (including incidents of workplace violence and harassment); and
- Following all responsibilities as outlined in policies and procedures (including, but not limited to, Respect and Dignity in the Workplace, Personal Safety – Workplace, Worker Injury or Illness and Fire Safety Plans).

WORK CONDITIONS

- Organizational, Office and Community Setting;
- High degree of employee contact and interactions;
- Multiple competing priorities with medium control over individual priorities;
- High levels of mental concentration;
- Minor levels of disagreeable working conditions experienced on an occasional basis;
- Sitting, standing, walking and climbing stairs;
- Pushing, pulling or lifting light weight items;
- Some travel to Community partners and training designate events may be required;
- Fine manual dexterity required to use digital devices and related tools; and
- Ability to work flexible working hours, outside of regular business hours and overtime as required.

REPORTS TO: Director of Services

SALARY as per current Non-Union Salary Grid



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We welcome applicants from Indigenous and/or racialized backgrounds to apply. We thank all candidates for their interest; however only those considered for an interview will be contacted.

***Please submit resumes and cover letter by Wednesday, January 27th, 2021 to:
Shelley Wright, Human Resources Manager
swright@caselgin.on.ca***

FACS St. Thomas and Elgin are 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.

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 519-631-1492.. 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.