



YORK REGION CHILDREN'S AID SOCIETY

16915 Leslie Street
Newmarket, ON L3Y 9A1

POSTING # 2021-23

May 13, 2021

Applicants are now invited for the permanent position of:

(3) EQUITY PRACTICE INTEGRATION SPECIALIST

PUPOSE OF POSITION:

The Equity Practice Integration Specialist is responsible for training, coaching and mentoring staff in the in integration of anti-oppression and equity into policies, service delivery practices, and agency processes to support the agency's commitment to diversity, equity, and inclusion. Reporting to the Manger of Diversity, Equity, and Inclusion (DEI), the Equity Practice Integration Specialist implements plans/actions to build internal capacity in the implementation of the agency's diversity, equity, and inclusion strategy.

As a member of the management team, the Equity Practice Integration Specialist will work with local ethno-cultural communities to enhance positive working relationships between the agency, other organizations, and the community in general, to promote/advocate for equitable outcomes for children, youth, and families.

MAJOR RESPONSIBILITES:

- Provide coaching/mentoring and integration of anti-oppression and equity practice in policies, service delivery practices, and agency processes to management and staff.
- Implement tools and supports to management and staff on progressive ways to enhance the dialogue and practice related to equity and inclusion (i.e. Supervision Practice Framework)
- Provide consultation and act as a subject matter resource for Supervisors and staff in service planning for families and support their integration of equity integration with teams
- Support the development and implementation of culturally safe and appropriate programs and services to meet the needs of vulnerable and marginalized, ethno-cultural and/or racialized children, youth and families to better meet their diverse needs and that the services we deliver are meaningful and relevant to their lived experiences
- Support the creation and sustainment of an equitable and inclusive culture throughout the agency
- Facilitate, and support the development and activities of various partnerships for creating processes and protocols for collaborative work that benefit of children, youth, and families
- Support and collaborate with the Director and Manger of DEI to identify priorities and develop programs and partnerships
- Model and engage in critical reflection and anti-oppressive and equitable practice during all interactions.
- Works alongside Service Teams to assist in recruiting alternative caregivers should a child/youth be at risk of coming into the agency and diversifying our current York CAS caregiver complement

- Plans, develops, and delivers ongoing agency training related to anti-Black racism, anti-Indigenous racism, 2SLGBTQ+ and anti-oppression and equity practice.
- Integrate the principles of equity and inclusion into agency policies and procedures.
- Prepare reports and position papers, and other knowledge products.
- Researches and maintains a community resource list to ensure responsive service delivery to children, youth, and families identity characteristics.
- Stays up to date on best practices and innovation in all areas related to diversity, equity, and inclusion.
- Work collaboratively with internal and external partners to collect, systematize, and analyze data to inform the agency's diversity, equity, and inclusion strategy, community engagement, and research.
- Engage with individuals, groups and organizations using a range of methods to meet their diverse needs and preferences and to promote the awareness and build support for the agency.
- Identify, and cultivate relationships with potential partners for supports and services that meet the needs of children, youth, and families.
- Work with diverse communities in York Region to build community capacity for supporting child well-being
- Build awareness of the York CAS mandate, along with the portfolio of services we provide through community education, including by facilitating presentations, workshops, and other public education events
- Maintain records and collect statistical data in a timely fashion, for the purposes of producing reports that demonstrate accountability for equitable outcomes.
- Works in a safe manner in accordance with the Agency's health and safety policies and procedures and all relevant legislation.
- Carries out other duties as assigned

QUALIFICATIONS:

- Undergraduate University Degree in a relevant discipline including Organizational Development, Sociology, or Equity Studies
- Advanced Degree in EDI related studies is an asset.
- Certification or training related to Change Management, Adult Education, Diversity or Organizational Development.
- Minimum of 3 years' experience managing, developing, and successfully implementing diversity and inclusion policies, programs and curriculums within a public/private sector organization or an equivalent combination of formal education, experience, and training.
- Minimum of three years' experience within the field of child welfare.
- Good understanding of diversity, equity, and inclusivity issues in a child welfare setting and relevant legislation
- Strong knowledge of the Truth and Reconciliation Call to Action, the OACAS Indigenous Reconciliation Framework and One Vision Once Voice Practice Framework Race Equity practices
- Excellent facilitation, time management, communication, and interpersonal skills
- Solid understanding of the principles of anti-oppressive practices, anti-racism, equity practice based on justice, fairness, respect of the beliefs and traditions of others as it relates to child welfare.
- Ability to deal with highly sensitive and personal information in a confidential and professional manner.
- Valid Ontario Driver's license and access to a reliable motor vehicle
- Must be able to perform duties in a hybrid working environment
- Advanced skills in MS Office (Word, Excel, PowerPoint, and Publisher).

- A good working knowledge of the Child and Family Services Act, regulations pertaining to kinship options, and other pertinent legislation, Ministry standards and guidelines, Agency policies, directives and procedures and collective agreement.
- Knowledge of community services within York Region and surrounding environments to coordinate referrals and the provision of service.
- This employer promotes equal employment opportunities for all applicants. Persons of equity seeking groups will be given preference. We invite applicants to self-identify.
- Available to work flexible hours.
- Bilingualism in another language is an asset.

PAY GRADE: 9 (\$88,154.16 - \$111,744.69)

HOURS OF WORK: 33.75 Hours per week

Candidates that meet the qualifications are welcome to apply and should do so in writing to human.resources@yorkcas.org. Position will remain open until filled. **Please quote job posting #2021-23.**

We appreciate all applications received. All communications will be held in strict and professional confidence. Only those candidates selected for an interview will be contacted. We thank all applicants for their submissions. At the request of the candidate, post interview feedback will be provided verbally at the end of the recruitment process, at a mutually agreeable time.

Anti-Oppression/Anti-Racism at York Region Children’s Aid Society

YRCAS is committed to having a workforce that is reflective of the diversity of York Region and strongly encourages application from all qualified individuals, especially those who can provide different perspectives and contribute to a further diversification of ideas.

Accommodation at YRCAS

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 that may require accommodation during the selection process are encouraged to notify the Human Resources Department when contacted for an interview. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.