



POSITION: Roots Worker (2 years Contract)

Function:

The Roots worker will work directly with Indigenous children ages 0- 21 years old who are in care (foster, KIN, CCSY), Customary Care Agreement, or Voluntary Youth Service Agreement with the Children's Aid Society of SG&G; as well as working in partnership with First Nations, Inuit and/ or Metis families, communities and Nations to connect children and youth with their distinct and specific culture. The Roots worker will ensure that Indigenous children develop a positive identity, that they know who they are, where they come from and are connected with family, extended family or other cultural supports.

Knowledge and Perspective:

- Will have a clear understanding of the Children Aid Society's commitment to Indigenous people and to Truth and Reconciliation in the child welfare sector.
- Will have knowledge and understanding of the impact of colonization on Indigenous people in Canada, of the Indian Residential School system, of the Sixties Scoop, of the settlements (IRS and SSS), of The Truth and Reconciliation Commission report and calls to action.
- Will understand the significance of Indigenous children being with family and connected to their community and culture; and on reducing the number of Indigenous children and youth in care.
- Will have knowledge of Indigenous culture and be able to access resources to provide cultural programming for children and youth who are not able to connect directly with their community and family on a regular basis.
- Will understand the concept of connectedness within family, extended family, community, Nation; and importance of Indigenous language and connection to the land as an essential priority in planning and supports for Indigenous children and youth.
- Will have an understanding of family systems, multigenerational trauma, grief and loss, addictions, domestic violence as it relates to Indigenous communities.
- Will have knowledge, experience and relationships within Indigenous community, Indigenous service organizations, and cultural programming.

Connections and Partnerships:

- Will work collaboratively with Child Protection Workers and complete comprehensive file reviews to identify family and community connections and to ensure the child's cultural identity will be preserved.
- Will support the child/ youth's need to be involved with family, extended family and Indigenous community and wherever possible reunification with family.

- Will work directly with Indigenous children and youth to develop relationships that are meaningful, sustainable and that support and encourage the connection for Indigenous children with their families, extended families, community and culture.
- Will develop partnerships with Indigenous communities, organizations, cultural educators and Elders to support cultural planning and positive identity development for children and youth.
- Will develop cultural plans collaboratively with children and youth, Kin, Elders, Band Representatives, or other cultural support people or organizations as identified.
- Will ensure that all cultural planning is culturally specific and meets the child/ youth's age and developmental needs.
- Will help Indigenous children in knowing who they are, where they come from and if they qualify for Indian Status and Membership with their specific community.
- Will organize and accompany kids on "homecoming trips," wherever possible, so they can meet their extended family and know their community.
- Will support the planning of cultural activities and events for children, youth and families.
- Will participate in committees as identified and relevant to the Roots Worker role.
- Will provide education and share knowledge as necessary, to support cultural safety within the organization.
- Will provide written reports, genograms, and cultural programing proposals as determined.
- Will develop skill and knowledge through constructive use of supervision, self-evaluation, and attendance at Indigenous workshops or cultural events as identified.
- Other duties as determined by program need and development.

Qualifications:

- Community College Diploma e.g. Child and Youth Care Worker, Social Service Worker; Early Childhood Education and/or Bachelor of Arts Degree.
- Minimum of two years direct service experience working with children, youth and families.
- Minimum two years involvement with Indigenous community programs.
- Excellent verbal and written communication skills.
- Experience in group facilitation and/ or family meetings.
- Demonstrated ability to manage conflict through use of alternative dispute resolution and/ or Indigenous cultural models.
- Willingness to work evenings, weekends.
- Ability to travel when necessary and to accompany children and youth for travel to cultural events, community connections and other travel as deemed necessary.
- Possession of a valid driver's license and clean driving record (must be prepared to provide drivers abstract).
- Preference will be given to Indigenous applicants.

Interested applicants are asked to submit their application for this position through our website: www.cassdq.ca/en/the-society/careers/employment-opportunities

We comply with the AODA (Accessibility for Ontarians with Disabilities Act). If you require accommodation at any time throughout the application process, or if this information is required in an accessible format, please contact us.

We thank all interested applicants; however, only qualified applicants will be contacted for an interview.