



Peel Children's Aid Society is a progressive child welfare agency serving children and their families throughout the diverse communities of the region of Peel.

At Peel CAS, our mission is to protect children and strengthen families & communities through partnership. We are currently seeking the following professional to join our team:

Truth and Reconciliation Lead

(4 Month Secondment)

ROLE:

Reporting to the Director of Diversity, Inclusion and Service, the Manager of Indigenous Initiatives and Integration will play a critical role in the implementation of Truth and Reconciliation commitments and the Indigenous Education Strategy and management. The Manager, Indigenous Initiatives and Integration will provide expertise in teaching, learning, and curriculum quality improvement in line with sector standards and best practices as well as relevant provincial and government legislation

PRINCIPLE RESPONSIBILITIES:

- Provides leadership and strategic direction, goal setting and daily support of staff, including assessments that utilize constructive feedback to promote services that are exemplary for our indigenous clients.
- Manages projects that embed the Indigenous service strategy within the agency by working collaboratively with internal and external stakeholders to ensure the delivery of services that are culturally safe, and establishing metrics, responsibilities, timelines.
- Works independently, and collaboratively, to create project plans for review and co-approved with the Director of Diversity, Inclusion and Service..
- Consults with interdepartmental and interdisciplinary teams to ensure accountability and overall project success.
- Tracks monthly progress, and writes and presents quarterly reports, or more frequently, as requested.
- Creates pedagogical frameworks that emphasizes an understanding of the historical roots and contemporary manifestations of racial prejudice and discrimination faced by Indigenous Peoples considering individual learner needs when exploring the influence of race and culture, personal attitudes, and behaviours.
- Leads the consultation and integration of Indigenous approaches, decolonization and indigenization strategies, content and resources into the agency culture, activities and programs.
- Provides pedagogical leadership in Indigenous teaching, learning and research.
- Confidentially handles sensitive information with respect to facilitating Indigenous framework discussions and decolonial methods and approaches to a variety of Indigenous initiatives.
- Builds institutional and program capacity in the creation of inclusive and Indigenous teaching, learning, research and curriculum practices.



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- Leads change and develops related academic policies, procedures, processes, and practices related to Indigenous Education Services in consultation with the Director of Indigenous initiatives and the Director of Academic Quality.
- Develops and facilitates workshops/modules, communiques, events, and other varied training sessions for employees, and liaises with other experts and Human Resources regarding professional development.
- Responds to inquiries on behalf of the agency concerning Indigenous programming and activities aligned with policy and procedures related to Indigenous child welfare practices.
- Provides updates on inquiries to the Director of DIS to determine patterns and problem areas and proposes possible resolutions.
- Advises agency staff on anti-Indigenous prevention and education activities as it relates to children and well-being services, human rights, and accessibility.
- Other related duties as assigned.

QUALIFICATIONS:

Candidate must be of Indigenous ancestry (i.e., Turtle Island – First Nations Status and non-Status, Métis or Inuit).

- Degree in any of the following fields: Indigenous Studies, Adult Education, Higher Education, Curriculum and/or Instructional Design, or equivalent combination of academic preparation and experience, with additional training in equity studies and/or anti-racist practices.
- Minimum five (5) years' experience in leadership, project and change management and policy / program development.
- Previous experience working with employees in a unionized environment.
- Sound working knowledge of systems, processes, and child and family well-being policies.
- Background as an Indigenous educator (training and development, teaching), including project and program design, as well as some form of web-enhanced, hybrid, or fully online delivery.
- Involvement and participation within the rural and urban Indigenous community.
- Involvement in innovation and professional development related to Indigenous Education and leadership.
- Theoretical and practical expertise is required in inclusive pedagogies and Indigenous pedagogical design.
- Ability to assess barriers to access and inclusion, understanding of rights and responsibilities in reference to relevant policies and legislation (e.g., child welfare polices, Truth and Reconciliation commitments, AODA, Human Rights Code).
- Understanding of the Ontario Qualifications Framework, program standards and credential validation system.



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- Strong collaboration and teamwork skills, including demonstrated ability to interact, lead and participate in consultative decision making that respects people with a diversity of backgrounds, experiences and styles, while working collegially with a high degree of tact and diplomacy.
- Exceptional interpersonal and engagement skills.
- Advanced communication skills. Interpersonal, virtual and in person group facilitation and coordination, workshop creation and delivery. Advanced writing and presentation skills.
- Excellent time management skills to handle competing deadlines and priorities with high attention to detail.
- Effective ability to interact with others and deal with situations in ways that respect diverse backgrounds, experience, and styles.
- Flexibility in adapting to change and in participating in consultative decision-making processes.

SALARY GRADE: 6 Non-Union

If you care deeply about the welfare of children and want to work in a dynamic and challenging environment, we'd like to hear from you.

Please submit your cover letter and resume by visiting the "Working with Us" section on our website.

www.peelcas.org

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

Peel Children's Aid is an equal opportunity employer. Should you require accommodation during the recruitment and selection process, please inform human resources so that we can ensure your equal participation in this process.
