



Halton Children's Aid Society JOB POSTING # 4-22

Indigenous Practice Lead

POSITION TYPE:	One (1) Regular, Full Time Position
EMPLOYEE GROUP:	Non Union
DEPARTMENT:	Diversity, Equity and Inclusion
REPORTS TO:	Director of Diversity, Equity and Inclusion
POSTING DATE:	May 20, 2022
POSTING DEADLINE:	Applicants should create an account and apply at https://myavanti.ca/careersathaltoncas/ by June 6, 2022 at 4:30pm

Reporting to the Director of Diversity, Equity and Inclusion, the Indigenous Practice Lead, in consultation with Indigenous communities and organizations primarily within Halton Region and surrounding areas, will support the development of a unique agency-based plan to further address the needs of the Indigenous communities served. This position provides advice, knowledge and guidance to facilitate the continued implementation of the Truth and Reconciliation Calls to Action, including the nine child welfare commitments. This role works with staff to identify and connect applicable families, youth and children to their Indigenous heritage, and to transfer families, youth and children requiring child welfare services to the services provided by other Indigenous child welfare agencies.

The Indigenous Practice Lead will have lived experience and in-depth knowledge of the history, policies, culture and demographics of Canada's Indigenous communities, including Halton's urban Indigenous community. The Lead will build relationship with local Indigenous leaders, engage service providers, facilitate conversations with community groups, and ensure the strategic integration of deliverables within broader national Indigenous strategies and the Halton CAS Strategic Plan.

Main duties and responsibilities include, but are not limited to:

- Provides guidance, consultation and support to the Director of Diversity, Equity and Inclusion and across Halton CAS departments in change management to address systemic-structural change for services and support to Indigenous families
- Supports the review of the existing child welfare practice frameworks and makes recommendations for better practice and alignment with the nine child welfare commitments outlined in the 94 Calls to Action

Halton Children's Aid Society

JOB POSTING # 4-22

- Coordinates the agency Reconciliation activities including working with the Diversity, Equity and Inclusion, and Service departments to ensure commitments made to Indigenous communities are being addressed
- Advises on learning opportunities for staff and the Board that increase the understanding of Indigenous cultures, history, protocols and traditions
- Works collaboratively with colleagues to ensure that Halton CAS creates an environment which supports Indigenous families, children and youth
- Reviews children and youth in care files to ensure culturally appropriate services are being provided
- Attends admission conferences to assist in service planning and case management for Indigenous children, youth and families
- Provides critical analysis to case management to monitor disproportionality as it relates to service outcomes
- Establishes and maintains partnerships within the Indigenous community in Halton
- Works with the Indigenous Employee Resource Group and Board members to articulate Halton CAS role in Reconciliation based on recommendations from the Truth and Reconciliation Commission, Missing and Murdered Indigenous Women Inquiry and OACAS Provincial commitments
- Reports on a quarterly basis to Senior Management and Supervisors about progress with respect to our Indigenous commitments and observable trends within the organization
- Engages in formal/informal activities in order to build strong relationships across the organization
- Acts as a liaison between Halton CAS and Indigenous communities to facilitate repatriation
- Engages in committee work where appropriate and beneficial
- Monitors case management of Indigenous children, youth and family's files
- Writes and/or contributes to reports, training materials and other documents
- Analyzes and synthesizes data related to diversity, equity, inclusion and the Indigenous community, to determine its significance, impact and relevance to the organization and recommends how and to whom it should be communicated
- Works collaboratively with Quality Improvement to view and assess identity-based data
- Provides Halton CAS management with information, analysis and advice to support effective planning and decision-making
- Prepares and delivers presentations to stakeholders as required

Leadership /Relationship Building and Management

- Exemplifies and inspires behaviours, actions and attitudes that are consistent with the vision, mission and values of the Agency
- Promotes integration of activities across portfolios and monitors achievement of objectives
- Strong interpersonal, collaboration and relationship building skills to effectively nurture working relationships with internal colleagues, external partners and Indigenous stakeholders
- Ability to deal with highly sensitive and personal information in a confidential manner

Halton Children's Aid Society JOB POSTING # 4-22

- Strong ability to foster cooperation, build consensus, gain support and influence decision making and outcomes
- Strong ability to comprehend and provide advice on policies, program frameworks, guidelines and legislation

Equity, Diversity and Inclusion

- Responsive to the knowledge and understanding of the culture, history and current oppressions experienced by Indigenous peoples and racialized communities
- Fosters an inclusive and accessible environment where all employees, service recipients and volunteers are respected
- Strong knowledge, understanding and experience working within an equity and anti-oppressive, anti-racism practice framework
- Ensures ethnic, spiritual, linguistic, familial and cultural differences are respected
- Acts in accordance with and incorporates the Society's Code of Conduct, Confidentiality, Equal Opportunity and Anti-Discrimination, Harassment & Discrimination policies, etc.

Knowledge, Education, Experience, Skills and Attributes

Qualifications

- First, Nations, Inuit and Metis people are strongly encouraged to apply and self-identify
- A combination of relevant education, work experience related to child welfare and lived experience; and/or a post-secondary education in Social Work, or related social sciences
- Lived experiences and a strong knowledge of First Nations, Metis and Inuit culture, traditions and practices
- A deep understanding of historical, social and political issues which continue to impact First Nations, Metis and Inuit people including the Truth and Reconciliation Report and Calls to Action
- Demonstrated knowledge of the child welfare sector in Ontario, including the Children, Youth and Family Services Act, and its impacts on Indigenous communities
- Demonstrated ability to develop relationships and collaborative partnerships with Indigenous and non-Indigenous organizations in Halton and surrounding area
- The ability to speak and/or understand a First Nations, Metis and Inuit language is a strong asset
- Demonstrated understanding of diversity, equity and inclusion principles
- Experience developing and implementing organizational change frameworks to benefit Indigenous children, youth and families
- Experience conducting an analysis of learning needs and working with subject matter experts to identify the appropriate learning path to meet organizational needs.
- A satisfactory Vulnerable Sector Police Records Check is required
- Valid Driver's License and access to a reliable motor vehicle with appropriate business class liability insurance is required

Halton Children's Aid Society JOB POSTING # 4-22

Application Process

Halton CAS has a vaccination policy and procedure in place. As a condition of employment, new employees are required to be vaccinated for COVID-19 unless they have a valid reason not to be vaccinated based on a protected ground under the Ontario *Human Rights Code*.

The successful candidate will be made an offer of employment on the condition of being fully vaccinated against COVID-19. Fully vaccinated is defined as having received all of the required doses of a Health Canada approved vaccine and having received the final dose at least 14 days before your employment start date. The candidate will be asked to provide Halton CAS with proof of full vaccination, prior to the candidate's employment start date. Acceptable proof includes an Ontario Ministry of Health COVID-19 vaccine receipt which you can obtain through the Provincial portal <https://covid19.ontariohealth.ca/>, or other government-issued vaccine passport or certification.

As described above, the requirement to be fully vaccinated is subject to the Ontario *Human Rights Code*. If the candidate is unable to receive the COVID-19 vaccine for a reason protected by the *Code*, requests for accommodation from the vaccine policy will be assessed on a case-by-case basis and will be subject to Halton CAS' accommodation process.

The Halton Children's Aid Society is an equal opportunity employer.

The Halton Children's Aid Society is committed to fostering an inclusive, accessible environment where all employees and members of the public are respected. We are dedicated to building a workforce that reflects the diversity of the communities we serve.

We thank all applicants for their interest in the Halton Children's Aid Society, we will only contact those selected for an interview. All interviewed candidates will be asked to provide a minimum of two supervisory references.

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 need to make any accommodation requests for the interview or selection process known in advance by contacting the Human Resources Department at 905-333-4441 ext. 0575. Human Resources will work with the applicant and the interview committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.