



DIRECTOR OF SERVICE, EQUITY, DIVERSITY AND INCLUSION
Permanent Fulltime Position

Family & Children's Services of Guelph and Wellington County is committed to the decolonization of the child welfare system while remaining focused on the safety and wellbeing of children with their families and kin. This includes challenging and responding to the structural inequalities experienced by families. Fundamental to the work are the foundations of Equity, Anti-Oppression, Indigenous Safety, and Trauma in child welfare using the practice models of Signs of Safety and Family Finding.

POSITION SUMMARY:

As a member of the Senior Management Team reporting to the Executive Director, the Director of Service, Equity, Diversity and Inclusion provides leadership in planning, organizing, directing and evaluating service delivery in accordance with the prescribed guidelines and regulations of the Child, Youth and Family Services Act; ensuring all programs and service delivery is closely integrated with community agencies, alternate caregivers, volunteers and informal community resources and supports. They ensure all programs and services contribute to the strategic direction, workplace culture and equity commitment of the Agency.

This position provides support and advice to the senior leadership team regarding the integration of equity informed service delivery and approaches throughout the organization. It will also facilitate the design and implementation of the Agency's overall Equity, Diversity and Inclusion strategic plan.

EDUCATION AND EXPERIENCE:

- A member in good standing with the College of Social Workers and Social Service Workers, or the ability to be registered, is a requirement.
- MSW from a recognized university, or equivalent as deemed suitable by the Executive Director.
- Education combined with several years of service management and a minimum of five years direct social work experience in child welfare.
- Lived experience from an equity deserving group is an asset.
- The successful candidate will be licensed and able to drive in Ontario and have access to a vehicle.

SKILLS:

- An effective, modern and visionary leader with well-developed knowledge and understanding of organizational development, change management, workplace culture and employee engagement.
- The ability to support and lead the Agency's mission, vision, values and overall strategic direction.
- Strong knowledge of the barriers experienced by all marginalized groups and specifically African Canadian/Black, Indigenous and 2SLGBTQ+ communities.
- Understanding of Anti-Oppression practice, Anti-Indigenous Racism/Justice/Commitments and Anti-Black Racism including OVOV 11 Race Equity Practices; continually working from an Equity framework.
- Thorough knowledge of the Child, Youth and Family Services Act and other pertinent legislation, Ministry guidelines.
- Excellent clinical knowledge in child welfare including attachment, trauma, child development and child neglect.
- Understanding of the Signs of Safety Child Welfare Assessment and Practice Model.
- Ability to be innovative and creative in the development of new and leading-edge best practices in the field of child welfare. This includes developing community partnerships and collaborative models of service delivery to achieve the best outcomes for children, youth and families.

- Excellent communication and public relation skills to interact with a wide cross section of people both internal and external to the Agency and to represent the Agency as required.
- Excellent analytical and program development skills.
- Strong financial management skills with the ability to manage budgets.
- Understanding of the importance of data to inform and develop service and determine agency priorities.

RESPONSIBILITIES:

- Lead service programs and teams as directed by the Executive Director.
- Develop and submit service program proposals to the senior team and execute their implementation.
- Provide effective supervision, mentoring and coaching of direct reports including performance management and professional development.
- Participate in annual budget development plan and manage service department budgets.
- Uses data to inform decision making, collaborate in planning strategies and engage others in reflective discussions.
- Build trusting relationships within the Agency as well as with community partners.
- Contributes to policy development, review and delivery in relation to Service and EDI.
- Support the implementation of the agency's organization-wide approach to equity, diversity, and inclusion in keeping with the agency's mission, vision, and values in conjunction with the senior leadership team.
- Engage and develop relationships with communities and public sector partners to identify opportunities for improving collaboration, partnerships and enhancing services building on the agency's accountability to the broader community.
- Supports the implementation of the EDI work plan and advises on strategy and direction.
- Addresses barriers experienced by equity deserving staff and clients and supports the development of inclusive programs and services.
- Collaborates with senior leaders for the development of a service delivery model to provide culturally relevant services to equity deserving groups.
- Engages and supports leaders and staff in EDI initiatives including committees, training, collection of IDBD etc.
- Mentors inclusive practice with leaders and staff addressing microaggressions, discrimination, and/or harassment in the workplace and in service provisions.
- Demonstrates an understanding of the impact of anti-Black racism, anti-Indigenous racism, racism and oppression experienced by staff and the clients we serve, and the over-representation and disproportionality experienced by Black and Indigenous families.

If you don't see yourself fully represented in each requirement of the job description, we still encourage you to apply. Research has shown individuals from underrepresented groups may only apply when they feel 100% qualified. We are committed to creating a more equitable, inclusive, and diverse organization and we strongly encourage all applicants with diverse identities and lived experiences to apply and to please self-identify in their cover letter.

We are committed to creating an accessible environment for all. Please let us know if you have any accommodation needs. We thank all applicants; however only those considered for interviews will be contacted.

Location: 275 Eramosa Road, Guelph.

Individuals are invited to send their resume by **February 1, 2023**, to:
 Human Resources
 Family & Children's Services of Guelph and Wellington County
employment@fcsgw.org

Posting Date: January 18, 2023