



Job Posting #	1011
Title:	Sexual Orientation and Gender Identity and Expression Facilitator
Location:	Ontario

Overview

The Ontario Association of Children's Aid Societies (OACAS) has represented Ontario Children's Aid Societies since 1912, providing service in the areas of government relations, communications, information management, education and training to advocate for the protection and well-being of children.

Job Summary

OACAS is seeking child welfare professionals with backgrounds in training and facilitation, knowledge of 2SLGBTQ+ identities and issues, and experience working in the area of equity and/or within an anti-oppressive framework to deliver the one-day SOGIE course.

Facilitators are required to:

- Have extensive experience and knowledge of 2SLGBTQ+ identities and lived experience.
- Have an in-depth understanding of anti-Black racism, anti-colonialism, anti-oppression and equity and how they are connected to child welfare.
- Be able to demonstrate an in-depth understanding of the intersections of heterosexism, cissexism, homophobia and transphobia within other forms of oppression and marginalities.

Successful candidates will participate in other professional development opportunities as preparation to deliver the course.

Duties and Responsibilities

- Become knowledgeable of course content through a process of completing SOGIE eLearning modules, and reviewing Facilitation Guides and other facilitator resources.
- Independently deliver the SOGIE course to staff within your agency, zone or training consortium.

- Deliver curriculum to diverse audiences while promoting equity, intersectional considerations and approaches, and an understanding of and respect for the Indigenous context as relates to curriculum content.
- Follow the policies, procedures, and expectations outlined in any materials provided by OACAS.
- Attend ongoing professional development opportunities for SOGIE course facilitators and participate in other activities and programs offered by OACAS to stay current with curriculum updates and changes.

Qualifications

- Minimum of 2 years of experience training adults (either as a current OACAS facilitator, or through delivering other training sessions/courses/workshops for CAS staff or other audiences).
- Knowledge of 2SLGBTQ+ identities and issues, including gender identity, gender expression, and intersectionality, as gained through lived experience and/or professional experience working with 2SLGBTQ+ communities and service providers.
- Knowledge of and/or ability to demonstrate cultural humility with respect to Indigenous experiences of sexuality, gender, 2SLGBTQ+ identities, and anti-2SLGBTQ+ oppression.
- Minimum of 1 year of experience in the child welfare or related sectors (i.e. youth services, mental health, etc.).
- Ability to independently deliver the one-day SOGIE course.
- Experience working with diverse stakeholders and working within an anti-oppressive framework to promote equity.
- Strong facilitation skills and the ability to facilitate challenging or sensitive conversations.
- Excellent problem-solving skills and the ability to adapt to varying audiences.
- Experience using technology to enhance learning (e.g. experience with learning management systems, virtual classrooms, etc.).

The following would be considered an asset:

- Member of an equity-seeking group.
- Experience working with equity-seeking groups.
- Experience with facilitation in a virtual environment.
- Bilingual English/French.
- Knowledge of AODA.
- Access to A/V equipment to use for training.
- Recent direct service experience at an Ontario child welfare agency.
- Previous experience delivering OACAS training.

Successful candidates will be requested to train on an as-needed basis, and therefore may continue their current employment. Please note, training requests are occasional and may be infrequent.

APPLY ONLINE at:

https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=5504a194-52e8-4f07-ae3b-2acc61f702f0&cclid=19000101_000001&lang=en_CA

By Monday, September 30, 2024.

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

OACAS is committed to building a diverse workforce representative of the communities we serve. We encourage and are pleased to consider applications from all qualified candidates, without regard to race, colour, citizenship, religion, sex, marital / family status, sexual orientation, gender identity, aboriginal status, age or disability.

Accommodation at OACAS

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 are required to make any accommodation requests for the application, interview or selection process known in advance by contacting the Human Resources Department at 416 987-7725. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the interview or selection process which will enable you to be assessed in a fair and equitable manner.