



Position:	Equity Integration Lead	Hours:	35 hours/week - Flexibility is required (Monday – Friday 8:30 AM - 4:30 PM)
File No.:	FACSFLA-2425-14	Number of Positions:	1
Employment Type:	Full-time Temporary (1 year contract) Management	Location:	817 Division Street, Kingston, ON
Compensation:	\$78,688 - \$91,222 Annual		
Date Posted:	September 16, 2024	Closing Date:	September 27, 2024

Position Summary:

We are seeking a dynamic and passionate individual to join our team as an Equity Integration Lead. The focus areas of the position will be assessing and implementing the Ontario Association of Children’s Aid Societies (OACAS) frameworks for One Voice One Vision (OVOV), and Sexual Orientation and Gender Identity Expression (SOGIE). This role will play a pivotal part in advancing equity, diversity, and inclusion within our organization, contributing to a workplace culture and practices that reflect our commitment to equity and respect for all individuals.

Reporting to the Director of Equity, Community Engagement, and French Language Services, the Equity Integration Lead will spearhead initiatives aimed at integrating equity principles into all aspects of our organization as the incumbent collaborates closely with various departments and shareholders to develop and implement strategies that promote OVOV and SOGIE awareness, understanding, and inclusivity.

Roles and Responsibilities:

- Utilizing the OACAS frameworks, implement comprehensive OVOV and SOGIE equity strategies, policies, and programs aligned with organizational goals and values applicable to our local context.
- Provide leadership and guidance to internal teams on integrating equity considerations as they relate to these frameworks into decision-making processes, policies, and practices, including processes for case consultation.
- Support the development and implementation of culturally safe and appropriate programs and services as they relate to the frameworks to meet the needs of equity-deserving, children, youth, families and communities, including Black and 2SLGBTQIA+, to better meet their unique diverse identities and needs.

- Design and deliver training sessions, workshops, and educational materials to enhance awareness and understanding of OVOV and SOGIE issues among staff at all levels.
- Serve as a resource and support system for employees, offering guidance and assistance on equity-related matters, including discrimination, harassment, and bias in relation to the implementation of the OVOV and SOGIE frameworks.
- Provide case consultations at the initial referral process and throughout service involvement to disrupt inequities in service delivery for Black, 2SLGBTQIA+, intersectionality of black and/or 2SLGBTQIA+ identities for children, youth, families and newcomers.
- Conduct regular assessments and evaluations to measure the effectiveness of equity initiatives and identify areas for improvement in relation to OVOV and SOGIE frameworks implementation.
- Stay informed about emerging trends, best practices, and legislation related to equity best practices and innovation in all areas related to diversity, equity, and inclusion which will improve the success of implementation of the OVOV and SOGIE framework.
- Collaborate with the Director and the equity team to deliver ongoing agency training related to anti-Black racism, 2SLGBTQIA+ and anti-oppression and equity practice.
- Partner with diverse communities in FACSFLA catchment area to build community capacity for supporting child well-being in relation to the implementation of the OVOV and SOGIE frameworks.
- Collaborate with equity team to build awareness of FACSFLA's mandate, along with the portfolio of services we provide through community education, including by facilitating presentations, workshops, and other public education events as they relate to the OVOV and SOGIE frameworks.
- Work collaboratively with internal and external partners to collect, systematize, research and analyze data to inform the agency's service delivery for equity-deserving, including Black and 2SLGBTQIA+ communities in relation to the OVOV and SOGIE frameworks.

Minimum Qualifications:

- Undergraduate University Degree in a relevant discipline including Organizational Development, Social Work, Media Studies, Sociology, or Equity Studies.
- Advanced Degree in EDI-related studies is considered an asset.
- Certification or training related to Change Management, Adult Education, Diversity or Organizational Development will be an asset.
- Minimum of 3 years' experience managing, developing, and successfully implementing diversity and inclusion policies, programs and curriculums within a public/private sector organization or an equivalent combination of formal education, experience, and training.
- Applications are encouraged from individuals from diverse backgrounds, including those who identify as Black or as part of the 2SLGBTQIA+ community.
- Strong knowledge of Black and 2SLGBTQIA+ identities and issues, including gender identity, gender expression, and intersectionality, as gained through lived experience and/or professional experience working with Black and 2SLGBTQIA+ communities and service providers.

- Good understanding of diversity, equity, and inclusivity issues in a child welfare setting and relevant legislation.
- Strong knowledge of the Truth and Reconciliation Calls to Action, the OACAS Indigenous Reconciliation Framework, and One Vision Once Voice Practice Framework Race Equity practices.
- Understanding of OACAS SOGIE initiatives and the Ontario Child Welfare 2SLGBTQIA+ organizational assessment.
- Excellent facilitation, time management, communication, and interpersonal skills.
- Solid understanding of the principles of anti-oppressive practices, anti-racism, equity practice based on justice, fairness, respect of the beliefs and traditions of others as it relates to child welfare.
- Ability to deal with highly sensitive and personal information in a confidential and professional manner.
- A good working knowledge of the Child and Family Services Act, regulations pertaining to kinship options, and other pertinent legislation, Ministry standards and guidelines, Agency policies, directives and procedures and collective agreement.
- Strong facilitation skills and the ability to facilitate challenging or sensitive conversations.
- Strong knowledge of French language will be an asset.

How to Apply:

- To apply, please email your resume and cover letter (quoting the competition file number, and title of position you wish to apply for), as a single attachment to: recruitment@facsfla.ca.
- Interested and qualified applicants are invited to apply in writing by September 27, 2024.
- Please include the competition number and the title of the position in the subject line of the email.
- When applying for multiple positions, please submit a separate application for each position following the above instructions.

For further information, please visit our website: [Family and Children's Services of Frontenac Lennox and Addington](#)

At FACSFLA, we are committed to building an inclusive and diverse workforce to provide the best support to the children, youth and families we serve. In support of our Strategic Priorities, we are seeking members who reflect diverse identities, lived experiences and perspectives to assist the organization in reflecting the community we serve. This is consistent with our obligation under the Ontario Human Rights Code to ensure that our hiring practices remain equitable to candidates from groups protected by the prohibited grounds under the Code.

The Agency will provide support in its recruitment processes to applicants with disabilities, including accommodation that considers an applicant's accessibility needs. If you require accommodations during the interview process, please contact Human Resources at hr@facsfla.ca

While we appreciate all applications, only those selected for an interview will be contacted. We thank all applicants for their interest in FACSFLA and for applying.