



The Children's Aid Society
OF HAMILTON

Serving Hamilton's children and families since 1894.

La Société d'aide à l'enfance
DE HAMILTON

Au service des enfants et des familles de Hamilton depuis 1894.

EMPLOYMENT OPPORTUNITY

The Children's Aid Society of Hamilton was established in 1894 as a not-for-profit charitable organization, mandated under the *Child, Youth and Family Services Act* of Ontario, focusing on the well-being and protection of children. The Society is committed to the strengthening of families, while valuing diversity and promoting equity.

We are dedicated to building a workforce that reflects the diversity of the community in which we live and serve. The Society encourages applicants from all qualified individuals.

We are currently seeking a skilled and committed individual to join our team as a:

DIRECTOR, EQUITY, INCLUSION AND COMMUNITY DEVELOPMENT

Regular Full Time (34 hours per week)

Reporting to the Executive Director, the Director, Equity, Inclusion and Community Development is responsible for developing and implementing the Society's diversity, equity and inclusion strategy while promoting Hamilton CAS's commitment to equity informed approaches to child welfare services provided to the community.

The Director provides leadership on issues related to diversity, equity, and inclusion, and is integral to the Society's commitment and approach to this work both internally and externally. The Director positively and proactively influences leaders across the agency to own and deliver on the diversity, equity, and inclusion mandate, and provides tools and supports to assist them in this work.

Major Responsibilities:

- As a member of the Senior Management Team, the Director is responsible for the development of the strategy and design of the agency's organization-wide approach to diversity, equity, and inclusion to support the agency's mission, vision, and values.
- Develops and implements an equity focused comprehensive work plan that aligns with the agency's strategic vision, goals and objectives and is accountable for the successful completion of deliverables.
- Develops structures to monitor, analyze, and make recommendations based on the regular collection of data related to diversity, equity, and inclusion across the agency (e.g. service recipients, staff, foster parents, volunteers).
- Represents the agency in the community, at meetings and forums, OACAS, other associations and stakeholder meetings.
- Engages and develops relationships with community organizations to identify opportunities for improving community collaboration and partnerships building on the agency's accountability to the broader community.
- Builds community awareness to support early intervention programs, admission prevention and permanency planning strategies.

Key Qualifications:

- Experience in progressively responsible roles focusing on diversity, equity and inclusion in child welfare or a related human or social services field.
- Education and experience in a relevant human services area (e.g. social work, equity).
- Strong project management skills, with a proven ability to demonstrate accountability for time, cost and quality related to deliverables.
- Theoretical knowledge and understanding of diversity, equity, and inclusion, including relevant legislation (e.g. Ontario Human Rights Code, AODA), and multiple equity frameworks (e.g. anti-oppression, anti-racism, anti-colonialism).
- Understanding and experience in adult education, training, and curriculum development.

Preference will be given to those applicants who have a combination of key qualifications and lived experience as a member of an equity seeking group.

The Children's Aid Society of Hamilton is dedicated to a culture of inclusiveness and diversity reflecting our diverse service recipients, staff, and community alike. We are committed to providing barrier-free and accessible employment practices.

All employees of the Society are expected to demonstrate respect, empathy, and accountability to the children and families we serve and each other.

Interested applicants should submit a current resume to careers@hamiltoncas.com or by or Fax: (905) 522-1089, clearly indicating the Job Posting Number (**File #050/20**) by **Friday November 6, 2020**,

Applicants that may require accommodation due to disability during the selection process must notify Human Resources when contacted for an interview.