



The Children's Aid Society
OF HAMILTON

La Société d'aide à l'enfance
DE HAMILTON

Serving Hamilton's children and families since 1894.

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:

COMMUNITY DEVELOPMENT AND EQUITY PRACTICE LEAD

Non-Unionized position
Permanent Full Time

Reporting to the Director, Equity, Inclusion and Community Development the Community Development and Equity Practice Lead will engage diverse community organizations and create sustained partnerships with the equity deserving communities of Hamilton by assisting with the development and implementation of community engagement strategies.

This position also supports agency staff to strengthen community relationships, integrate equity into practice, and engage partners to codevelop strategies that support service delivery for equity deserving children, youth, and families.

Major Responsibilities:

- Demonstrates commitment to promoting and integrating equity into practice and assists supervisors in supporting their staff through the utilization of equity principles and strategies.
- Assists in developing new initiatives that support the organization's strategic equity, diversity, and inclusion priorities.
- Works with staff across the organization to outreach and engage with external partners, equity deserving communities and community-specific agencies to enhance and facilitate working relationships.
- Assists in supporting the implementation of objectives to ensure the agency's responsiveness and accountability to the diverse communities of Hamilton with particular focus on Indigenous, Black and LGBTQ2S+ communities.
- Builds internal and external community awareness by co-developing supports with community support services, supervisors with front line staff to connect to community services that support early intervention programs, admission prevention and permanency planning strategies.
- Assists with the development and implementation of community engagement strategies that create and improve partnerships, engaging in regular outreach to diverse communities.
- Participates in and may co-lead working groups/committees to support the work that will improve practice and service delivery outcomes.
- Supports peer and community consultation framework with staff related to culturally relevant service delivery.
- In collaboration with the Department Director, oversees the development and adaptation of culturally appropriate tools, review and provide feedback on documentation and develop resources that can be utilized by staff, service providers and community partners.
- Works collaboratively across the agency to expand community collaboration and enhance community relationships and works with supervisors.

Key Qualifications:

- Experience working with equity deserving communities and co-developing, implementing, and evaluating strategies to address disparities in social service settings and service provision.
- Demonstrated knowledge of issues and concerns of equity-deserving groups, with an advanced understanding of the dynamics of prejudice and discrimination particularly as it relates to child welfare and over-representation.
- Knowledge of child welfare services, collateral organizations, the service community, and the client composition of child welfare agencies.
- Demonstrated commitment to best practice development and innovative service delivery.
- Demonstrates commitment to promoting and integrating equity into practice and provides coaching to supervisors and direction to staff on how to promote anti-racism and anti-oppression values, practices, and learning.
- Knowledge of diversity, equity and inclusion practices including issues that affect intersectional identities.
- Knowledge from lived experience considered an asset.
- Ability to use MS Office applications, in particular Excel and PowerPoint.

As an employer, The Children's Aid Society of Hamilton is committed to:

- ***A culture of inclusiveness and diversity reflecting our diverse service recipients, staff, and community alike.***
- ***Providing barrier-free and accessible employment practices.***
- ***In accordance with the Ontario Human Rights Code providing accommodation supports during the selection and interview process if required.***

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 #033/22**) by **June 28, 2022**.