



<b>Position:</b>	Equity and Community Engagement Specialist	<b>Hours:</b>	35 hours/week - Flexibility is required (Monday – Friday 8:30 AM - 4:30 PM) Hybrid work Schedule
<b>File No.:</b>	FACSFLA-2425-13	<b>Number of Positions:</b>	1
<b>Employment Type:</b>	Full-time Permanent (Management)	<b>Location:</b>	817 Division Street, Kingston, ON
<b>Compensation:</b>	\$78,688 - \$91,222 Yearly		
<b>Date Posted:</b>	June 18, 2024	<b>Closing Date:</b>	June 28, 2024

### Position Summary:

We are seeking a compassionate and dedicated individual to join our team as Equity and Community Engagement Specialist within our child welfare agency. In this role, you will be instrumental in building and maintaining positive relationships with various stakeholders to support and enhance the well-being of children and families in our community.

As an Equity and Community Engagement Specialist, you will serve as a liaison between our agency and the community, advocating for the needs of children and families while also promoting awareness of our services and programs. You will play a crucial role in fostering equitable and inclusive collaboration, trust, and understanding among diverse shareholders, including families, community organizations, schools, healthcare providers, and government agencies.

### Roles and Responsibilities:

- **Facilitate Inclusive Outreach Programs:** Develop and implement outreach programs to engage diverse communities, including equity deserving groups, in discussions and initiatives related to diversity and equity.
- **Advocate for Equitable and Inclusive Policies:** Advocate for the development and implementation of inclusive policies and practices within the organization and the broader community to address systemic barriers and promote equity for all individuals.
- **Evaluate and Assess Programs:** Conduct regular assessments and evaluations of diversity and equity programs and initiatives to measure their impact, identify areas for improvement, and ensure alignment with organizational goals and community

needs.

- Build Inclusive Partnerships: Establish and nurture partnerships with community organizations, advocacy groups, and local leaders to foster collaboration and promote diversity and equity initiatives.
- Network and cultivate partnerships with local and regional equity-deserving organizations, agencies and groups to build awareness of the Director Equity, Community Engagement and French Language Services (DECE&FLS` s) mandate, as well as the portfolio of services we provide through community education, including facilitating presentations, workshops and other public education events.
- Support and collaborate with the DECE&FLS to identify priorities and develop initiatives, programs and partnerships. In consultation with the DECE&FLS, plan, develop, and deliver ongoing agency training related to Anti-Black racism, Anti-Indigenous racism, 2SLGBTQIA+ and Anti-oppression, accessibility and inclusion, and equity practices.
- Work collaboratively with internal and external partners to collect, systematize, and analyze data to help inform the agency's diversity, equity, and inclusion strategy, community engagement, and research.
- Research, develop and maintain a Community Resource Directory to ensure responsive service delivery to children, youth, and families.
- Identify and cultivate relationships with potential partners for supports and services that meet the needs of children, youth, and families.
- Formulate evaluation protocols to measure outcomes of programs and community engagement initiatives as well as maintaining appropriate data and identify trends, demographics and quality standards for reporting to ensure participation in community development and special events are relevant/appropriate.
- Perform other duties as needed, like associated report writing, documentation as well as grant applications to support identified activities and initiatives central to community engagement initiatives to further the organizations strategic plan.

### **Minimum Qualifications:**

- University or College degree in Sociology, Social Work, Media Studies or any other relevant discipline, preferably in Social Sciences
- A minimum of 2 years related work experience with 1 year minimum in Diversity, Equity & Inclusion roles.
- Demonstrated commitment and experience in advancing equity-based initiatives.
- Child welfare experience is preferred. An understanding of a Social Service or Child Welfare Agency, its programs and systems may be considered an asset.
- Experience in developing and successfully implementing diversity and inclusion community initiatives, programs and curriculums within a public/private sector organization or an equivalent combination of formal education, experience, and training.
- Experience in implementing tools and providing supports to management and staff on progressive ways to enhance dialogue and practices related to equity and inclusion.

- Knowledge of anti-black racism, anti-oppressive practice and the impact of systemic oppression on equity deserving communities
- Experience in partnering with Indigenous communities to advance Truth and Reconciliation priorities.
- Excellent negotiation skills.
- Excellent training and public-speaking skills.
- Ability to work in a team environment.
- Possess a valid driver's license with access to a vehicle.
- Excellent organization and writing skills.
- Proficiency in a Windows environment using Microsoft Office Suite and Windows Explorer
- Bilingualism (fluency in French and English) is 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, to: [recruitment@facsfla.ca](mailto:recruitment@facsfla.ca) Interested and qualified applicants are invited to apply in writing by June 28, 2024.
- Please include the competition number and the title of the position in the subject line of the email.
- Please submit cover letter and resume as single attachment.
- When applying for multiple positions, please submit a separate application for each position following the above instructions.

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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](mailto: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.