



Job Posting #	1012
Title:	Equity in Child Welfare Facilitator
Location:	Ontario

The Ontario Association of Children's Aid Societies (OACAS) has represented Children's Aid Societies in Ontario 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 experienced child welfare professionals and/or social service professionals to deliver a three-day Equity in Child Welfare course with backgrounds in training and/or facilitation, working within an anti-oppressive and anti-racist framework, and knowledge of:

- equitable child welfare practices, principles, and procedures
- individual, cultural, and institutional oppression
- power relationships
- intersectionality of oppression
- decolonizing practices
- anti-Black racism
- critical reflective and reflexive practice
- other related topics

Successful candidates will attend the Train-the-Trainer (TTT) workshop and participate in ongoing professional development opportunities as preparation to deliver the new curriculum.

We are specifically encouraging applications from agencies who do not currently have any Equity in Child Welfare facilitators.

Duties and Responsibilities:

1. Attend the Train-the-Trainer (TTT) workshop as scheduled by OACAS
2. Attend ongoing professional development opportunities for facilitators
3. Deliver the course to staff within your agency, zone or training consortium, in person and/or virtually
4. Enhance learner experiences by bringing forward an understanding of equity and inclusion, especially as it relates to equity seeking groups that are facing issues of disproportionality and disparity in services
5. Deliver curriculum to a diverse audience, including new workers, more experienced workers, supervisors and those with varying levels of understanding of equity and oppression

6. Promote an anti-oppressive and anti-racist approach to learning enhanced by an understanding of and an ability to critically examine the power imbalance inherent in organizational structures
7. Possible travel, overnight or otherwise, to deliver training to agency child welfare staff across Ontario
8. Follow the policies, procedures and expectations outlined in any materials provided by OACAS
9. Participate in ongoing facilitator development activities and programs offered by OACAS to stay current with curriculum updates and changes

Qualifications:

Education and Experience

- Minimum of 2 years of experience training adults (either as a current OACAS facilitator, or delivering other training sessions/courses/workshops for CAS staff or other audiences outside of a CAS)
- Minimum of 2-year experience training equity and/or anti-oppression content or equivalency of 4 years' experience working directly within the area of equity, inclusion or anti-oppression
- Minimum of 5 years of experience in the child welfare or related sectors (i.e. Mental Health, Intimate Partner Violence, Child Rights)
- Advanced knowledge of equitable child welfare practices, principles, and procedures, for example as gained through education, work experience
- Experience working with diverse stakeholders and working within an anti-oppressive framework to promote equity and inclusion
- Strong group facilitation skills and the ability to facilitate difficult conversations
- Excellent problem-solving skills and ability to adapt to varying audiences

Assets:

- Experience working with equity seeking groups
- Demonstrated awareness, understanding, and lived experiences of diversity, marginalization and imbalance of power
- Access to A/V equipment to use for training
- Experience training soft skills
- Experience teaching social justice issues and facilitating sensitive conversations

Facilitating OACAS Learning Curricula

OACAS works with agencies to onboard and qualify all facilitators delivering OACAS curricula – including agency-based as well as sessional facilitators. Agency-based facilitators are those who are qualified to deliver OACAS learning curricula at their home agency. Agency-based facilitators provide training on agency time as part of their day-to-day duties. There is no contractual relationship nor is compensation provided to agency-based facilitators from OACAS for this role.

Although not the priority of this recruitment, OACAS also maintains a roster of sessional/contract facilitators. Sessional facilitators are contracted and compensated directly by OACAS to travel across the province to deliver training where scheduling gaps may exist. As sessional facilitators are compensated directly by OACAS, the expectation is that they engage

in this work on their own time. To avoid possible conflicts of interest, we ask that facilitators choose either the agency-based facilitator or sessional facilitator path.

Candidates who can lend their time to this important curriculum, are encouraged to share their CV and a Letter of Endorsement (completed by their manager).

Successful candidates will be requested to train on as 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 Thursday, October 31, 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 or hr@oacas.org. 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.