

**Senior Coordinator, Anti-Racism, Social Justice & Equity**

**Permanent Full-time – 35 hours per week**

**Bilingual – French and English required**

**\*OCASI currently operates within a Hybrid workplace model.**

OCASI's is recruiting for an experienced **Senior Coordinator, Anti-Racism, Social Justice & Equity** will be responsible for the deployment of an anti-racism/anti-oppression and equity framework, policy and strategy, for OCASI member agencies, and for encouraging and facilitating their adoption by the Ontario immigrant and refugee-serving sector through a number of measures and supports.

The Senior Coordinator, Anti-Racism, Social Justice & Equity acts in a manner which is consistent with a responsible and ethical practice at OCASI using an anti-racist anti-oppression approach rooted in best practices and data analysis and with a focus on social justice principles and practices reflective of the mission of OCASI.

**Key Responsibilities:**

- Develop a public awareness and anti-racism campaign to foster engagement and awareness in the effort to eliminate racism in Ontario.
- Deploy an anti-racism framework and strategy for OCASI member agencies, principally by implementing the recommendations from OCASI's recent environmental assessment on Advancing Racial Equity in the Immigrant and Refugee serving sector.
- Foster community building, collaboration, and resources through focus groups, town halls, member-only community spaces.
- Coordinate the delivery of webinars, workshops, annual forums/summits, and roundtables relating to Anti-Racism, Social Justice, and Equity. Coordinate the delivery and development of self-directed online Anti-Racism courses.
- Create accessible content and expand on OCASI's current website and resources to support ongoing anti-racism work in the immigrant and refugee serving sector. The content should be available in multiple languages.
- Identify and support OCASI member organizations on developing and implementing an organizational Anti-Racism/Anti-Oppression policy.
- Create tools and resources for sector partners to support Truth and Reconciliation and Newcomer-Indigenous relationship building.
- Collaborate with partners and stakeholders to identify existing and emerging issues relating to structural racism, discrimination, and oppression within the refugee and immigrant sector to inform the development and exchange of relevant tools and resources.
- Determine and establish education and competency training opportunities and needs as required on topics such as GBA Plus, Anti-Oppression/Anti-Racism, and Truth and Reconciliation for staff, leaders, and board members.
- Determine capacity needs at the level of leadership and boards of directors to support the implementation, execution, and sustainability of ongoing anti-racism work.

**Qualifications:**

- Bilingualism – French and English is required.
- Post-secondary education - Masters preferred in social sciences (sociology, anti-racism, human rights, equity studies, social work, etc.) or a combination of post-secondary and learned experience in

Community Organizing/Grassroots Activism, Education including curriculum design/facilitation. Strong understanding of Anti-Racism (including Anti-Black racism and Anti-Indigenous racism).

- Knowledge of promising practices relating to Equity and Social Justice within the immigrant and refugee sector.
- Relevant Experience in the Social Services Sector.
- Good verbal and written communication skills with an ability to communicate with a broad range of stakeholders.
- Excellent judgment, conflict resolution and critical thinking skills with the ability to identify, analyze problems to determine causes, evaluate alternative solutions as well as take and/or recommend appropriate resolution.
- Must be adaptable and able to work through changing priorities and accountabilities.
- Detail-oriented with excellent organizational skills and the ability to prioritize, multi-task as well as meet tight deadlines and demanding schedules.
- Demonstrated ability to integrate in-depth knowledge of equity, accessibility inclusion and anti-racism into all aspects of the role.
- Ability to function in a multidisciplinary, culturally diverse workplace.
- Ability to work both independently and as part of a team environment.

#### **Employment Details:**

- Salary is \$56,342 plus benefits, unionized with Unifor Local 87M.
- Job type: Full-time position based on 35 hrs/week.
- Some overnight travel within Canada may be required.

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#### **How to apply:**

Send a cover letter and resume with OCASI **Senior Coordinator, Anti-Racism, Social Justice & Equity** in the to: Hiring Committee, OCASI at [gethired@ocasi.org](mailto:gethired@ocasi.org). This posting will remain open until the position has been filled.

OCASI welcomes and encourages applications from all qualified individuals, including but not limited to women, members of Indigenous, Black, and racialized communities, Two-Spirit, non-binary, trans, lesbian, gay, bisexual, and queer people; people with disabilities; and members of other equity-seeking groups.

OCASI is committed to an equitable, inclusive, accessible, and welcoming hiring process that provides reasonable accommodation and access to all applicants. Please include in your application should you require any accommodation to participate in this posting, recruitment, selection, and/or assessment processes.

We thank all applicants for applying however, only the candidates selected for an interview will be contacted. No telephone inquiries please.