



Internal/External Posting
Community Development Worker
0.6 FTE (21 hours), Unionized Position

Delta Family Resource Centre (Delta Family) is a Black-led, Black-serving, and Black-mandated (B3) non-profit community organization that has proudly served the local communities of Northwest Toronto for over 40 years. A multi-site organization committed to creating vibrant communities where Black potential is nurtured and celebrated, and all people thrive. The agency provides a wide range of programs, services and activities that enhance individual/organizational skills and promote well-being and healthy communities. Delta Family is committed to equity and works to model meaningful community development.

Reporting to the Child & Family Dept Manager, the Kujistahi Community Development Worker will develop programming for the Black community. Funded by the Ontario Black Youth Action Plan, programming will focus on enhancing pride in identity and on Enhancing the availability of effective parenting supports for Black parent / caregivers; and improving outcomes for Black children, youth, seniors and their families. The successful candidate will deliver culturally relevant Black Parenting programs that affirm and uplift Black identity and experiences.

Responsibilities:

- Build the capacity of Black parents and caregivers through culturally relevant tools, resources, and programming that strengthen family connection and child development.
- Plan and deliver engaging, culturally relevant drop-in programs for Black youth and their parents/caregivers, promoting intergenerational dialogue and connection.
- Coordinate and deliver programs for Black tweens and youth, helping to improve their ability to build effective relationships with their parents
- Lead the implementation of an African Heritage program – Strengthening ACHA’s current Heritage program and expanding it to create a similar program for families in North West Toronto
- Coordinate support for Black parents, caregivers and seniors including referrals, one-on-one support, and group sessions
- Develop and facilitate programming specifically tailored for Black fathers, creating space for connection, reflection, and skill-building
- Lead ongoing community outreach and engagement to promote the Kujistahi program, raise awareness, build relationships, and identify barriers, emerging trends, and community needs
- Coordinate and deliver individualized and group-based support, including referrals, one-on-one sessions, and connections to community services tailored to the needs of Black parents, caregivers, and seniors

- Plan and implement program activities that respect each family's needs and are responsive to the diverse cultural and language profile of the participants.
- Provide a monthly report, statistics and other documents required for programs and or organization purposes to the Manager.
- Ensure all programming reflects and incorporates African-centered principles, values, and approaches to family and community development

QUALIFICATIONS:

- Diploma in Community Development Worker, Child and Youth Worker, Social Service Worker or any relevant Diploma or Degree
- Minimum of two years' experience working with African/Black youth, including outside of a school context
- Minimum one year working with Black families
- Lived experience of the issues faced by Toronto's African/ Black communities
- Understanding of the impact of oppression and anti-Black racism and the barriers faced by the Black community
- Demonstrated understanding of the intersectional identities of Black youth and the impact of various forms of oppression
- Experience in working and delivering programs for Black males and fathers
- Excellent group facilitation and training skills
- Strong program planning and development skills
- Understanding of the diversity of the African Canadian experience and understanding of the issues facing African Canadian youth and families in the community.
- Strong understanding of community development and engagement principles and practices
- Demonstrated experience in the delivery of African-centered programs for Black children and their families would be an asset
- Experienced self starter and independent worker
- Experience working in high priority or high – risk neighborhood
- Proficiency with Microsoft word, excel
- Strong command of the English language, verbal and written, Other languages an asset
- Clear criminal reference check and valid CPR/First Aid

Remuneration: \$ 48,855 - \$54,255 annually – prorated with benefits

Application closing date: Position Open Until Filled

**Internal candidates will be considered before external candidates are processed
Please submit your cover letter and resume to the Delta Family at:**

hiring@dfrc.ca

**Subject line: Community Development Worker - Kujistahi program
Or Delta Family, 2291 Kipling Avenue Etobicoke, Unit 123, ON, M9W 4L6**

Please note that Delta Family is an equal opportunity employer and will make every effort to accommodate the needs of candidates through the selection process. Please let us know in advance if you require accommodation.

We thank all applicants for their interest. Regretfully, only short-listed candidates will be contacted.

Please note that applications will be reviewed as they are received.