

STUDENT AND FAMILY ADVOCATES (2)**(2 Full Time positions)****(May be renewed if funding is extended)**

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.

We are seeking 2 dynamic School and Family Advocates to design, develop and deliver the highly-targeted, community-based and culturally relevant advocacy supports tailored to the needs of Black students and families in schools. These services are funded under the Black Youth Action Plan (BYAP) .

The successful candidates will provide advocacy supports, culturally relevant mentorship, navigational supports, referrals, sessions on anti-Black racism benefitting Black students (ages 6-25) and their families in the BYAP catchment area of Greater Toronto, Hamilton and the region of Peel. As a community-based organization committed to engaging and working collaboratively with the local communities, ***staff members are currently required to work a minimum of 3 or 4 days in person.***

Requirement and Responsibilities:

- Advocate on behalf of Black students and families within the school systems/processes).
- Provide information sessions to help build awareness of Anti-Black Racism and its impact on Black families, students and their life success.
- Provide Black students with culturally relevant mentorship, guidance, coaching and other community supports to enable academic success.
- Support Black students with the creation and implementation of education/career/life pathway plans as they relate to individual goal setting and achievement.
- Leverage cross-sector networks to connect/refer Black families and children to appropriate and relevant community supports and services that will enhance the impact of the SFA program.
- Provide knowledge, skills and support to empower families to advocate on behalf of their children
- Assist students and families to navigate the educational system (e.g. participate in educational decisions and processes such as family/teacher meetings and understand their rights under the relevant policies and practices of the Education Act).
- Work with Black students and families to identify their needs, aspirations, and goals, and implement culturally relevant and actionable plans to help them respond effectively to barriers to success, pursue opportunities, and self-advocate.
- Participate in SFA Training and Orientation
- Establish and Advisory Committee
- Establish Partnerships/Formalize relationships with relevant community/sectoral and non-sectoral partners
- Develop and design program tools, promotion and outreach plan and materials
- Conduct Intake and Needs Assessments
- Collaborate with community partners, participants and schools, SFAs will help to amplify the voices and experiences of Black students and families to activate changes in education systems. ➤ Provide referrals to programs and services

- Participate in the SFA Community Of Practice where representatives of 17 SFA agencies meet • Other duties as assigned.

Qualifications and Experience:

- Bachelor's degree in child & youth care, education, training, human resources, social work or related area is preferred or equivalent experience
- 2 years experience working in school environments
- Lived experience of the issues facing Black communities
- Proven experience in addressing biases, systemic injustices and other forms of discrimination
- Excellent knowledge of the Canadian education system and how to navigate them
- Demonstrated experience in creating and maintaining partnerships and working with diverse partners
- Comprehensive understanding of ABR and the issues facing Black students in the education system and other systems that marginalize individuals of African-descent
- Effective case management skills (case load of up to 20 students)
- Experience using digital platforms for data management is an asset
- Ability to support children, youth and families through advocacy as they navigate the education system
- Excellent follow-through when corresponding with partners, staff, and clients Ability to work independently as well as to function effectively as a part of team
- Ability to prioritize tasks and effective documentation of contacts
- Excellent written and verbal communication skills
- Strong workshop development and facilitation skills
- Proficiency in Microsoft Office applications, Client Management database systems and virtual communication platforms, e.g. Zoom, Webex
- Registration with regulatory body within their field of practice is encouraged preferred
- **Valid Vulnerable sector check required** (can be waiting for receipt of clearance)

Remuneration: \$49,345- 56,650 (SW 1 – SW 5, dependent on qualifications) with benefits

DUE DATE: FRIDAY January 21, 2026

Applications will be processed as they are received

Forward your cover letter and résumé quoting position title: **Student and Family Advocate** E-mail: **hiring@dfrc.ca**

Please note that internal candidates will be considered before external candidates are interviewed. We thank all applicants for their interest; Regretfully, only short-listed candidates will be contacted

Wherever possible, accommodation will be provided.
Please let us know in advance if you require accommodation

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