



CANADIAN CENTRE FOR VICTIMS OF TORTURE

Job Posting

Community Resilience & Anti-Hate Program Facilitator / Counselor

UFCW

Organization: Canadian Centre for Victims of Torture (Toronto) Inc.

Employment Type: full time, contract to March 31, 2027

- Hourly rate: \$32.01 14 hrs per week
- Contract to March 31, 2027, possibility of renewal
- **Reports To:** Community Engagement Manager
- **Location:** Downtown Toronto and all CCVT locations

Posting Date: June 2, 2026

Closing Date: June 9, 2026 5 pm

Position Summary

The Community Resilience & Anti-Hate Program Facilitator/Counselor will play a key role in delivering the *Community Resilience & Anti-Hate Support Program*. This initiative engages survivors of torture, war, and genocide through trauma-informed, culturally responsive programming designed to address hate, discrimination, and social isolation.

The successful candidate will co-design and facilitate anti-hate workshops, provide counselling and advocacy, and help establish safe, inclusive spaces that promote healing, belonging, and resilience among marginalized newcomer communities. This position is an integral part of the National Newcomer Truth and Reconciliation Collective (NNCTR) and participates in furthering the objectives by playing a key part in ensuring the National Council and membership are actively participating and contributing to the community resilience & Anti-Hate Program.

Key Responsibilities

Program Delivery & Facilitation

- Co-design and facilitate anti-hate workshops, community dialogues, and educational sessions and activities of the NNCTR
- Deliver culturally appropriate programming tailored to diverse communities, including African, Middle Eastern, South Asian, and Latin American populations
- Assist in the discussions and facilitation of NNCTR
- Support community capacity-building to recognize, prevent, and respond to hate and discrimination
- Train CCVT staff and staff of 120 partner organizations (e.g. settlement, newcomer services) on anti-hate response and prevention; integrate policies and practices across CCVT and partners.

- Enable leadership, especially among survivors and youth, to lead or co-lead at least 25 community dialogue events, public awareness campaigns, or digital awareness initiatives.
- Contribute to longer-term impact: strengthen community resilience, reduce fragmentation, enhance collective identity and sense of safety within affected communities.
- Travel locally and nationally to support engagement activities, partnerships, and program delivery.
- Integrate knowledge of Indigenous issues and anti-racism frameworks into all aspects of the work.
- Support initiatives aligned with the Truth and Reconciliation Commission Calls to Action.
- Utilize technology and digital tools to support communication, engagement, and program delivery.

Direct Client Support

- Provide trauma-informed public education and support to communities to survivors of torture, war, genocide, on Anti-Racism and Anti-Hate
- Conduct needs assessments, develop project plans, and maintain appropriate documentation
- Offer ongoing support to NNTRC and Community Engagement Team as required

Community Engagement & Outreach

- Build and maintain relationships with community partners and stakeholders
- Conduct outreach to engage program participants (target: 700 individuals from Black, South Asian, Arab, and Muslim communities)
- Promote inclusive participation and reduce barriers to access

Advocacy & Case Management

- Support clients in navigating social, legal, and health systems
- Advocate for client needs with external service providers and institutions
- Facilitate referrals to appropriate services

Program Development & Evaluation

- Contribute to the development of tools, resources, and training materials
- Participate in program evaluation, data collection, and reporting
- Provide feedback to improve program effectiveness and impact

Administrative & Organizational Responsibilities

- Maintain accurate and confidential client records
- Attend team meetings, supervision sessions, and training
- Comply with organizational policies, union agreements, and ethical standards

Qualifications

- Degree or diploma in Social Work, Psychology, Counselling, and 2-3 years recent experience in trauma-informed counselling or community-based Anti-Racism and Anti-Hate work , OR a combined equivalent of education and experience
- Registration with a relevant regulatory body (e.g., OCSWSSW) is an asset
- Experience working with refugees, newcomers, or survivors of violence and torture
- Demonstrated experience in group facilitation and workshop delivery
- Demonstrated knowledge of anti-racism, anti-hate, and Indigenous issues. Experience working with anti-racist and equity approach
- Strong organizational, communication and facilitation skills
- Understanding of the Truth and Reconciliation Commission Calls to Action.
- Experience working with diverse communities and fostering inclusive environments.
- Strong relationship-building and stakeholder engagement skills.
- Ability and willingness to travel locally and nationally.
- Proficiency with technology and digital communication tools including social media
- Fluency in English required, Fluency in French is an asset
- Lived experience as an Indigenous person is considered a strong asset.

Interested applicants please submit resume and cover letter by 5 pm June 9, 2026 to:

kvstiphout@ccvt.org

We thank all who apply but only those selected for an interview will be contacted.

First consideration will be given to those staff who are on the recall list of UFCW Local 175.