



SENIOR/EXECUTIVE LEADERSHIP THROUGH AN EQUITY LENS

Provincial Equity Leadership Facilitator Development Application Requirement

Posted: February 10, 2017

Submission Deadline: March 20, 2017

Context

The Community Inclusivity Council of York Region (CIECYR) endeavours to enhance the leadership capacity within the social service sector by developing the skill sets of senior leaders towards transforming all facets of their organization to achieve equitable outcomes for the children, youth and families they serve and the communities they are a part of.

The aforementioned leadership development opportunity will occur through the delivery of a three day learning experience. The hope is to equip social service leaders with the ability to critically reflect on their own social identities, power and privilege and the influence they have on the decisions they make regarding organizational planning, service delivery and resource allocation. These decisions more often than not, have a significant and lingering impact on equity seeking communities.

With all said, the current initiative will create a path forward for social service leaders to work in unison within, and across their various service sectors towards eliminating the disproportionate and over-representation of marginalized groups within their systems by addressing systemic barriers along with historical wrongs levied against various equity seeking groups.

Current Opportunity

The CIECYR applied for and received a significant grant to employ the services of an equity subject matter expert/consultant to facilitate the learning and development of 25 provincial facilitators with regards to governance and operational leadership through an equity lens. In turn, the provincial facilitators would deliver a three day curriculum to senior leaders across the province. The consultant will also be responsible for developing an equity strategic leadership development guide and self-assessment tool as well as an organizational leadership equity readiness guide.

A co-facilitator model will be employed to deliver the 3 day curriculum. The training process to become a facilitator requires a commitment of nine days. All days must be attended. Interviews will be arranged between April and June 2017.

The tentative training schedule is: **3 days during the month of October 2017**

3 days during the month of November 2017

3 days in January/February 2018

Eligibility

This invitation is extended to staff across the identified service sectors who can demonstrate the qualities and skills outlined in the "Selection Criteria" and can meet the expectations/time commitment. The Selection Panel will ensure, as much as possible, that the trainees selected reflect the diversity of the families and communities we serve: race, gender, sexual orientation, gender identity/expression, age, disability, ethnicity, culture etc.. **Regional and geographic representation from across the province is preferred and encouraged.** There is also a desire to have facilitators from the First Nation, Metis, Inuit community (FNMI). Applicants who are selected to be interviewed and who are not within the GTA, can be interviewed via Skype. **Only qualified candidates will be contacted.**

Special consideration will be given to independent applicants (not currently tethered to a social services organization) for up to 3 positions. Such applicants will be considered on the merit of their experience in one of the identified sectors along with all other requirements. Applicants who are a part of an organization will be give priority.

Targeted Sectors:

Child Protection; Mental Health, Family Services, Education, Immigration, Refugee & Settlement

Pre-approval Process

The following criteria will be used in the selection process:

- Individuals who apply will need the approval of their Immediate Supervisor and Senior Director
- It is important that individuals who are interested in applying review the criteria, expectations and time commitment and make a decision based on their ability to commit to the expectations as outlined.
- Prior to approval, Supervisors and Senior Directors should discuss the criteria, expectations and commitment with applicants and inform the applicants whether they will approve and support their application.
- Special consideration will be given to independent applicants (not currently tethered to a social services organization) for up to 3 positions. Such applicants will be considered on the merit of their experience in one of the identified sectors along with their personal qualification. Supervisory and Senior Leadership approval would not apply to this particular group of applicants.

Application Process

1. Provide a confidential letter of application describing why you believe you meet the criteria of knowledge and skills (as described on pages 3-4)
2. Confirmation that you are able to meet the requirements/expectations and make the commitment of time
3. Attach a current resume to your application
4. Provide written approval from your Supervisor and Senior Director/Manager using the approval form
5. All applications should be forwarded to Michael Bowe. By email: michael.bowe@yorkcas.org). By regular mail: **Michael Bowe, Supervisor, Diversity & Outreach; York Region Children's Aid Society**; South Office; 120 East Beaver Creek Road, 3rd floor; Richmond Hill, Ontario; L4B 4V1)
6. Applications should be submitted by **March 20th, 2017.**

Selection Process

Applicants will be interviewed and assessed by a selection panel comprised of non-CIECYR members, and selected CIECYR representatives. Interviews will be scheduled between April and June 2017.

Selection Criteria:

Personal Attributes

The process to become a facilitator of the course "Leadership Through an Equity Lens" is a demanding one that requires participants to:

- ◆ be willing to grapple with new ideas
- ◆ be challenged in personal understanding of AOP and
- ◆ commit to resolving conflict and tension in a learning environment

The ideal candidate should demonstrate a strong work ethic, possess a high level of credibility and demonstrate the discipline to professionally manage and respect confidential information.

Knowledge

- Understanding of one's own social location, power and privilege.
- Understanding of prevailing equity-seeking frameworks (Anti-oppression, Anti-Black Racism, Anti-Native Racism, Critical Race Feminism, Anti-Colonialism) and their application within the human services field.
- Working knowledge of how the "isms" operate and how they intersect.
- Working knowledge of the impact of oppression (intended and unintended).
- Understanding of the application of adult learning principles.
- Knowledge of the critical components of effective facilitation in a learning environment.

Skills

- Ability to apply an anti-oppressive/anti-racist analysis to practices with children, youth, families, colleagues, and community partners.
- Skills in facilitating group dynamics that may include intense emotions, conflict or ambiguity.
- Ability to be flexible and responsive to the group's needs and direction.
- Demonstrate openness to be challenged by diverse opinions and positions.
- Demonstrate good time management and organizational skills as well as competency in managing administrative tasks.
- Ability to manage workload and commit to the requirements of being a provincial facilitator.
- Training, group facilitation and presentation skills.

Expectations/Requirements

- Minimum of 3 years experience as an AO/Social Justice/Equity facilitator
- 4 year commitment to facilitate the curriculum
- Approval of Senior Manager/Director and immediate Supervisor
- Demonstrated ability to effectively manage workload and documentation demands
- Meets expectations on performance evaluations
- Provide 2 reference checks; one must include the immediate supervisor/manager.
 - Applicants are required to bring the names and phone numbers of references to the interview.
 - References will form part of the interview process.
- Ability to attend 9 days of training (training days will be over a four to five month period) plus additional training as required.
- **Ability to cover any unforeseen periphery costs associate with attending all 9 training days (e.g. transportation and accommodations)**
- **Ability to deliver the three-day curriculum 3-4 times a year along with a session in your own organization.**
- Be a part of a virtual institute/think-tank via Skype or conference calls approximately 3 times a year as well as be open to continued skill development via webinars, journal articles and facilitated conversations with other provincial facilitators.

The current project is funded by the Ministry of Citizenship and Immigration with in-kind resources provided by Blue Hills Child and Family Centre.