



Inspiration. Empowerment. Action.

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## **Student and Family Advocate Initiative Region of Peel**

### **Job Posting**

Roots Community Services Inc. (RootsCS) is a multi-service charitable organization that provides culturally-relevant programs and services to inspire individuals, primarily from the Black, African and Caribbean (BAC) communities, to make positive changes in their lives and within their communities. Our aim is to assist our clients by providing pathways for them to achieve their full potential and assist them in finding solutions to improve their health, well-being and quality of life, and to heal from the trauma that inhibits their lives.

The long-term goals of the Student and Family Advocate (SFA) initiative are to:

1. **Create conditions for Black student success:** Black students, families and communities have positive and collaborative relationships with schools/education systems. Schools/education systems are informed by and responsive to the needs of Black students, families and communities, and identify and address systemic barriers to their achievement, equity and well-being.
2. **Address outcomes disparities:** Black students are better supported and see increases in educational achievement and attainment/retention, including successful transitions.

#### **The Position**

We are seeking a Student and Family Advocate (SFA), Region of Peel, to deliver programs that will lead to achieving the long-term goals of the SFA initiative. The successful candidates will be responsible for delivering culturally-sensitive intervention and supports to children, youth and their families while helping them to understand and navigate the educational systems in the respective regions.

**Term of work:** Full time, Contract  
**Hours of work:** 35 hours a week  
**Compensation:** \$60,000 to \$65,000 annually plus benefits

#### **Major Duties and Responsibilities**

These will include but are not limited to:

- Designing, developing and delivering highly targeted, community-based and culturally relevant advocacy supports tailored to the needs of Black students and families
- Providing services to support Black students and families by interceding on their behalf and helping them to navigate within the school system
- Developing and offering wraparound services for students who are identified to be at greater risk of not completing high school
- Developing, implementing and evaluating comprehensive program plans according to students' needs

- Completing intake, initial assessment and evaluation of each student
- Collaborating with other professionals and community resources to ensure effective service delivery on behalf of students and their families
- Effectively assessing, managing, designing, and implementing a plan to ensure safety and positive development of the student
- Working cooperatively and collaboratively as a member of the RootsCS team with other community partners to provide culturally-appropriate services for students and families
- Co-designing with school administrators and other community partners activities such as group sessions, seminars/workshops and presentations to build and transfer knowledge to Black families
- Participating in quality improvement and program evaluation initiatives
- Preparing surveys, monthly statistical and summary reports of activities
- Other related duties as assigned.

### **Skills and Qualifications:**

- Bachelor's degree or higher in Social Work or related discipline; three years clinical experience or an equivalent combination of education and experience
- Must be registered, or eligible for registration, with a professional college (e.g., OCSWSSW or CRPO)
- Ability to work weekends and be on call for crisis response as required
- Knowledge and understanding of the education system in the Region of Peel or Halton Region
- Understand community resources and legislation of the Ministry of Children, Community and Social Services, child welfare, Ontario's educational requirements and the criminal justice system
- Understand the specialized needs of Black children, youth and parents/caregivers who may be experiencing challenges related to anti-Black racism
- Knowledge of Black communities including an understanding of cultural and local programs and services to which to refer Black youth, such as mental health and counselling supports
- Experience working and engaging within Black communities, specifically with children and youth
- Proficiency in French is an asset
- Non-judgemental, caring, compassionate and patient
- Interpersonal skills necessary to deal effectively and compassionately with Black youth and their families, stakeholders, volunteers and the community
- Effective oral and written communication skills, time management and critical thinking skills
- Demonstrated computer skills, proficient in MS Word, Excel and databases
- Obtain a clean and recent Vulnerable Sector Check
- Must provide proof of vaccination or approved exemptions and be willing to adhere to any new public health regulations
- Possess a valid Ontario G driver's license and have access to a reliable vehicle
- Available to work remotely with limited in-person interaction when necessary.

Please forward your application with a cover letter on or before **January 23, 2022**, by email to [careers@rootscs.org](mailto:careers@rootscs.org), with the subject line **Student and Family Advocate**. Please note that we will be reviewing applications as they are submitted.

We thank all who apply for this position; however, only those candidates selected for an interview will be contacted.