



**Internal/External Posting**  
**Program Lead - *Kujistahi***  
***Full Time Position – One year contract***

Delta Family Resource Centre (Delta) is a multi-ethnic, multi-site organization which has served communities in North-West Toronto for more than 35 years. Situated in ethno-racially diverse communities, Delta equips people with the tools and resources they need to live progressively fulfilling lives, using community-grounded approaches. The agency provides an evolving range of programs, services and activities for families, young children and their caregivers, youth and seniors. Committed to inclusive ways of engaging participants, Delta's works to be part of a healthy engaged and empowered community where all people thrive.

The Kujistahi Program Team Lead will build the Kujistahi (Self-Respect) Centre – a Parenting and Family Centre for the Black community, funded by the Ontario Youth Action Plan. An initiative of Delta Family Resource Centre partnering with the African Canadian Heritage Assn and the Somali Women and Children's Support Network, Kujistahi 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 and their families. This position will use a multi-disciplinary approach and work closely with the FRP Manger, Early Childhood Educators, child & Youth Worker and other service partners

**Responsibilities:**

- ✧ Design , implementation and facilitate culturally relevant Black Parenting programs – focusing on parenting infants and toddlers, (early years), tweens and adolescents
- ✧ Delivering culturally relevant drop-in programs for Black children (aged 6 months to 6 years) and their parents / caregivers – Programs based on the Ontario's Pedagogy for the Early Years
- ✧ Coordinating the delivering of Tween programs – Programs for Black tweens, helping to improve their ability to build effective relationships with their parents
- ✧ Leading the implementation of weekly African Heritage program – Strengthening ACHA's current Heritage program and expanding it to create a similar program for families in North West Toronto
- ✧ Capacity building for Black parents –coordination of training to provide residents with Home-based Day Care services and grief peer-support
- ✧ Coordination of a parenting support group for Black parents / caregivers who have contact with the Provincial Child Welfare System
- ✧ Ability to jump start and grow programs from the ground up without a base location, but working multiple temporary satellite locations
- ✧ Incorporating an African centered approach into all activities
- ✧ Coordinating grief support for Black parents / caregivers and children affected by gun violence
- ✧ Making referrals to other relevant community resources and services and strengthening alliances with other community partners for the delivery of programs that respond to the needs of Black parents and children.
- ✧ Plan, prepare and implement program activities that respect each family's needs and are responsive to the diverse cultural and language profile of the participants.

- ✧ Implement outreach strategies to identify and address accessibility barriers, changing trends and emerging and continuing needs within the community.
- ✧ The ability to establish good network of contacts
- ✧ Use collaboration and community development principles when implementing activities – ensure involvement of participants in advisory and decision-making structure.
- ✧ Act as a resource for parents and respond to their needs by providing information and referrals
- ✧ Recruit, train and coach community animators and volunteers to support the program
- ✧ Monitor outcomes and progress to ensure compliance with funder's regulations and submit project reports as per guidelines.

#### **QUALIFICATIONS:**

- ✧ **Degree/diploma in community development, social work, child and youth work, early childhood education, or equivalent experience**
- ✧ Minimum three years' experience in the delivery of programs for families (young children, youth, parents) in a community setting
- ✧ Minimum of two years' experience working with African/Black children and their families
- ✧ Demonstrated experience in the delivery of African-centred programs for Black children and their 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
- ✧ Awareness of the issues faced by Black youth in the Care system
- ✧ Demonstrated understanding of the intersectional identities of Black youth and the impact of various forms of oppression
- ✧ 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 in the community.
- ✧ Strong understanding of community development principles and practices
- ✧ 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
- ✧ Registered with the College of Early Childhood

**Remuneration: \$47,611 - \$51,117 annually – with benefits**

**Application deadline Date: April 30<sup>th</sup> at 4pm**

Delta Family Resource Centre is an equal opportunity employer.

**Forward your cover letter and resume to: E-mail: [hiring@dfrc.ca](mailto:hiring@dfrc.ca)**

Or mail to: Hiring Committee, Delta family Resource Centre

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***Internal candidates will be processed before external applicants are considered.  
Delta thanks all applicants; however only short listed candidates will be contacted.***