

## DELTA FAMILY - YOUTH JUSTICE WORKER OUNCE OF PREVENTION - (contract April – March 2024)

### Context:

Delta Family Resource Centre (Delta) is a non-profit community organization which envisions a healthy and empowered community where families and children thrive, Delta is situated in diverse communities and provides a wide range of programs, services and activities that serve residents of Northwest Toronto, prioritizing services to the Black community. Delta is committed to equity and works to model meaningful community development.

As part of its Guns, Gangs and Violence Reduction Strategy, the Province is addressing community safety by facilitating the delivery of tailored youth violence prevention programs. In an attempt to “provide community-based supports and increase the ability for youth, young adults and their families to access justice and court services”, Delta Family Resource Centre’s Ounce of Prevention program for youth who have been charged with robbery offences in North West Toronto. ***Delta is seeking a dynamic and experienced Youth Justice workers to deliver the Ounce of Prevention Program with experience in working with young women from Black communities.***

Reporting to the Manager, Youth Justice Department, the incumbents will deliver services primarily to Black and racialized youth who are involved with the criminal justice court system and their families. They will establish linkages with youth and partners, liaising with clients, community partners such as school administration, Toronto Police, local community agencies, and Probation and Extra Judiciary programs. They will recruit youth, develop and implement program components (e.g. facilitate educational workshops, recreational activities, employment training, mentorship, and deliver anti-violence curriculum). They will engage youth, train and mentor them to develop their innate leadership. Approaches include evidence-based programs, individual counseling, client outreach, client advocacy and supportive case planning to facilitate access to community supports. This position will predominantly work with young women. **Delta Family operates with a hybrid model, with a minimum of 2 days in office.**

### Responsibilities:

- Work closely with Black youth who have been charged and are currently waiting for trial to equip them with skills, connections and experiences that prepare them for to effectively navigate the justice system
- Engage youth to identify issues, needs, goals, aspirations, skills, abilities, and services required as well as barriers to accessing these services and develop suitable plans to access them
- Assist youth and their families to effectively navigate the justice system
- Work collaboratively with youth, parents, probation officers, schools, police and youth service providers to develop effective service delivery plans
- Deliver one-on-one and group workshops designed to facilitate leadership development and build resilience of participating youth
- Deliver services which demonstrate an understanding of the context of Anti-Black Racism, Anti-oppression, poverty, and diversity.
- Engage parents where possible through existing parent groups, faith communities, etc., and provide education, information on issues related to parenting, etc. as well as services available
- Provide assessment, case management and referral services to clients
- Maintain service statistics and recording of all services as required and ensure that program activities/ deliverables meet contractual outcomes
- Develop strong working relationships with Toronto probation & court officials (judges, attorneys & court liaison offices) when required

- Demonstrate high level of professionalism when dealing with community partners (schools, courts, social service partners including local police)
- Engage and develop meaningful connections with Black and racialized hard-to-reach youth involved in the justice system
- Perform other job-related duties as required

**Qualifications:**

- BSW, Justice, SSW or equivalent Post-secondary education, professional training and or equivalent experience.
- A minimum of 2+ years of Youth Justice experience
- Minimum of 2 years experience working with Black and racialized young women
- Experience with development & delivery of youth programs, facilitation of youth-led activities, using a variety of approaches and youth engagement techniques
- Lived experience of the impact of Anti-Black racism and oppression and of the issues facing young Black and racialized women.
- An understanding of the impact Anti-Black racism has on the Black youth and the need for culturally relevant programming for this constituency
- Clear understanding of cause and impact of youth violence
- Demonstrated ability to engage youth and build positive rapport with Black and racialized young women
- Ability to develop strong working relationships with Toronto probation & court officials (judges, attorneys & court liaison offices) when required
- Experience in assessment and case management
- Knowledge of social service community resources and outreach and making effective referrals
- Demonstrated abilities in working collaboratively and effectively with team colleagues
- Interest in and ability to work across departments and connect with colleagues to support clients
- Strong written and verbal communications skill
- Ability to work virtually and to work flexible hours (evening hours required)
- Ability to speak languages (other than English) common in west-end Toronto an asset
- Current First Aid/ CPR, UMAB, CPI or ART an asset
- Established linkages with youth in the Rexdale neighborhood an asset

Remuneration: \$47,893 – 50,303 per annum **Closing Date: 3:00 pm on Friday April 21<sup>st</sup> , 2023**

Delta is an equal opportunity employer

Forward **your resume and cover letter** quoting **Oz Youth Justice Worker** to:

**Email:  [hiring@dfrc.ca](mailto: hiring@dfrc.ca)**

Hiring Committee Delta Family Resource Centre, 2291 Kipling Ave, Ste 123, Etobicoke M4W 4L6

**Delta Family thanks all applicants; however only short-listed candidates will be contacted.**

***As a unionized workplace, internal candidates will be processed before external applicants are considered.***