



Internal/External Posting
Coordinator – *EarlyON Programming for Black Children and Families*
6 Months Contract 21- hours per week

Delta Family Resource Centre (Delta Family, DF) is a community-based agency which has served communities in North-West Toronto for more than 40 years. Acknowledging the consequences of intersecting forms of oppression on the health and well-being of individuals, families and communities, Delta Family Resource Centre offers programs, services and supports for Black and other priority populations in Northwest Toronto which amplify their resilience and strengths. As a multi-ethnic, multi-site organization, Delta Family provides a responsive range of programs, services and activities for families, children, youth and seniors. Committed to anti-oppression and inclusive ways of engaging participants, Delta Family works to be a part of a healthy, engaged and empowered community where all people thrive. A neighbourhood-based agency, Delta Family provides a hybrid workplace, and some in-person work is mandatory,

This EarlyOn Program Coordinator focusses on engaging Black families in EarlyOn programs. The New innovation initiative 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. 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:

- Coordination and implementation of culturally relevant Black Early Literacy & Numeracy program for children, parents/caregivers
- 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 Mindful Parenting Training with consultant and staff
- Coordinate the implementation of an Advisory Committee for Black parents/ caregivers.
- Capacity building for Black parents –coordinate and training Black parent/caregiver as community Ambassadors to support and bring other Black isolated families to the EarlyOn programs
- Incorporating an African centered approach into all activities
- The ability to establish good network of contacts, to strengthen 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.
- 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
- Ability to jump start and grow programs from the ground up
- Monitor outcomes and progress to ensure compliance with funder’s regulations and submit project reports as per guidelines.
- Other duties as assigned

- **QUALIFICATIONS:**
- **Degree/diploma in Community Development, Social Work, Early Childhood Education, or equivalent experience**
- Minimum three years' experience in the delivery of programs for families (young children, parents/caregivers) 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 families
- Demonstrated understanding of the intersectional identities of Black children and families 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 families 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: \$53,236 - \$55,201 annually – with benefits

Application deadline Date: August 3rd, 2023/until filled

Anticipated start date: Immediate

Applications will be processed when they are received

Forward your cover letter and resume to:

E-mail: [hiring@dfrc.ca](mailto: hiring@dfrc.ca)

**Subject line: EarlyON Black Focused Program Coordinator
2291 Kipling Avenue Etobicoke, ON M9W 4L6**

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

In accordance with the Ontario Human Rights Code and Accessibility for Ontarians with Disabilities Act, Delta Family will make every effort to accommodate the needs of candidates through the hiring process. Please inform us if you require any accommodations during the hiring process.