



## **JOB POSTING**

### **Kuponya: Supporting Black Families Through Collaboration Project**

**Position:** Community Resource Liaison    **Full Time:** 35 hours/week

#### **Summary**

The Kuponya project is a partnership between the Children's Aid Society of Toronto (CAST) and Caribbean African Canadian Social Services (CAFCAN) in collaboration with the The Jean Tweed Centre. Kuponya is a twofold approach to support working with Black families to better understand how trauma and trauma reactions can impact on parenting, with a view to developing effective coping strategies.

We are seeking a full-time Community Resource Liaison who will liaise with CAST staff to connect families with culturally safe, relevant, and necessary community based services. This position may require working on some evenings and weekends.

#### **Key Responsibilities**

- Early, focused intervention by connecting the family with culturally safe services at the onset of a case being identified high risk;
- Help address inequalities and help respond to the personal, social, cultural and emotional needs of families;
- Focus on prevention of admission by immediately connecting the family with services, resources and support;
- Integration of anti-oppression, anti-Black Racism and community engagement principles into the community development process;
- Partnership building and direct connection with community agencies serving Black families;
- Outreach and advocacy for the families and children who are identified as high risk cases and are in need of services; coordination of high risk case conferences if needed in consultation with the CAST Service Team and Anti-Black Racism Lead;
- Connection with the branch's Family Support Worker to facilitate in-home support for the parents;
- Case coordination by maintaining a liaison with all the community services and the child welfare worker involved in the case with the purpose of offering streamlined, culturally sensitive and responsive services;
- Trauma informed practice approach with an anti-black racism lens through case consultations and/or connection with community experts that can provide consultation;
- Capacity building by accompanying the child welfare workers while they meet with the families and providing information about resources, services and culturally appropriate response;
- Focus on strengthening the relationships between child welfare and community agencies through case consultations, information and resource sharing, common projects and by supporting families in the community together;

#### **Requirements**

- Minimum BSW/BA, Social Services Diploma, Child and Youth Worker Diploma or any other related Degree or Diploma with a combination of experience deemed appropriate for the specific job;
- Membership in good standing or in the process of obtaining membership with the Ontario College of Social Workers and Social Service Workers or another relevant regulated professional college;
- Extensive knowledge of community resources and services in the Black community;



- Proven history of work with Black communities;
- Lived experience of the issues faced by the Black community;
- Demonstrated knowledge of anti-oppressive and anti-Black racism practice frameworks;
- Understanding of the impact of intergenerational trauma on the Black community and how it impacts Black parents and children;
- Good interpersonal and communication skills and competence in problem-solving and conflict resolution;
- Excellent time management skills;
- Demonstrated ability to write clear and concise reports and to be able to meet deadlines;
- Ability to work independently while having demonstrated skills to work co-operatively within a team setting;
- Good planning and organizational skills;
- Initiative, Advocacy and leadership qualities;
- Valid driver's licence; Own or have access to a vehicle
- Oral proficiency in languages of Africa and the Diaspora are considered assets.

### **Anti-Oppression/Anti Racism**

CAST and CAFCAN are committed to a working environment that is reflective of the diversity of the City of Toronto and strongly encourages application from all qualified individuals, especially those who can provide different perspectives and contribute to a further diversification of ideas.

### **Accommodation**

We are committed to a selection process and work environment that is inclusive and barrier free. Accommodation will be provided in accordance with the Ontario Human Rights Code. Applicants need to make any accommodation requests for the interview or selection process known in advance to the hiring committee. The hiring committee will arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.

**APPLICATION CLOSING DATE: May 27, 2021 at 5:00 PM or as soon as a suitable candidate is found**

CAST and CAFCAN Social Services are equal opportunity employers.  
Please forward your resume quoting position title to:

**Community Resource Liaison Hiring Committee**  
**Email: [info@cafcan.org](mailto:info@cafcan.org)**