



A TURNING POINT
FOR WOMEN



*YWCA Toronto transforms lives. As the city's largest multi-service women's organization, we help women escape violence, move out of poverty and access safe, affordable housing.
We work tenaciously to break down barriers that hold women back from achieving equality.*

Internal and External Job Posting
Community Engagement Worker- Indigenous Arts and Cultures
(Contract)
YWCA Toronto Elm Centre
JOB ID: ELM0172

Employment Type:	Full Time Contract
Work Hours:	35 hours per week (includes days, evenings and every 5 th weekend)
Contract Start Date:	As soon as possible
Contract End Date:	January 15, 2020
Salary:	\$29.47 per hour (Level 7)
Location:	150 Elizabeth Street, Toronto, Ontario M5G 0B1
Application Deadline:	Monday, August 19, 2019

JOIN OUR TEAM

The Community Engagement Worker- Indigenous Arts and Cultures is responsible for leading the design and implementation of programming that promotes the arts and cultural enrichment activities focusing on Indigenous culture and traditions, with the goals of creating an inclusive community, encouraging engagement with the broader community, and developing effective strategies to meet the emotional, practical and social support needs of the tenant community. The Community Engagement Worker- Indigenous Arts and Cultures will work within the Community Engagement Program team and alongside the Jean Tweed Centre case management team to ensure that community engagement activities support a positive and dynamic community environment with a focus on health outcomes.

ABOUT YWCA TORONTO ELM CENTRE

YWCA Toronto Elm Centre includes 300 units of permanent housing for three different resident groups: 165 affordable rental units, 50 units for Indigenous women and their families (including 10 women-led families fleeing violence), and 85 units for women with mental health or concurrent mental health and substance use challenges.

Qualified candidates must be of Indigenous Heritage. Applicants are required to self-identify in their cover letters in order to be considered. Lived experience in the Indigenous community and the ability to effectively deliver culturally specific and culturally sensitive services is a requirement of this position.

KEY RESPONSIBILITIES

- Acts as specialist consultant to YWCA Manager, YWCA Elm support team, Jean Tweed Centre case managers and tenants in the area of innovative community engagement and capacity building with marginalized and mixed communities;
- Provides leadership in developing and delivering services that promote inclusion, participation, creativity and empowerment to build a vibrant community where safety and wellbeing are shared values;
- Develops, implements and evaluates workshops, groups and individual supports that incorporate an understanding of residents' mental health, addictions, and woman abuse issues, with attention to the value of peer supports in the Indigenous, youth, and supportive housing sub-communities;
- Works with women, children and youth to build individual and group leadership, including peer support;
- Creates programming designed to promote Indigenous cultures and traditions (drumming, beading, Teaching Circles, etc.) and to promote visibility and unity among identifiable groups of residents (ethno-racial groups, LGBTQ, youth, etc.). For example, Black History Month events, youth activities, etc.;

- Designs and delivers programming that uses arts and crafts as uniquely powerful engagement practices that promote inclusivity peer support, celebrates diversity and values the unique contributions of community members;
- Provides effective crisis prevention, intervention and counseling using harm reduction principles, for women and children to respond to crisis in ways that support individual and community well-being and uses health care systems appropriately;
- Maintains a working knowledge of the Residential Tenancies Act, Social Housing Reform Act, and the Ontario Human Rights Code;
- Models effective community engagement, conflict resolution, facilitation, and crisis intervention skills in a collaborative, multi-disciplinary team context;
- Attends and acts as a witness at the Landlord Tenant Board hearings as required.

QUALIFICATIONS

- General knowledge of an academic or technical discipline normally acquired through the completion of an undergraduate degree in a social services or health field (examples: BSW/Social Work, Occupational Therapy, etc.) (Cases for equivalency will be considered) 3 - 5 years' experience working in a diverse, direct service setting with adults and families who experience impacts of poverty, homelessness/ under-housing, violence/trauma, mental health/addictions/ or concurrent disorders, and other sources of marginalization or oppression;
- Knowledge of Indigenous services and community resources and other community resources that provide culturally-competent services for Indigenous clients; and demonstrated ability to incorporate knowledge of Indigenous traditional teachings into community programming and individual support
- Life Skills Certificate an asset;
- Lived experience in the Indigenous community and the ability to deliver culturally sensitive services;
- Preference will be given to qualified candidates of Indigenous heritage;
- Demonstrated ability to use arts-based practices to promote individual and community capacity;
- Demonstrated ability to deliver programming that recognizes and values cultural identities (ethno-racial, LGBTQ, e.g.) and creates opportunities for strengthening community through sharing and building understanding and respect;
- Supportive counseling and group-work approach that is flexible, strengths-based, de-escalates tension, and teaches conflict resolution and demonstrated crisis intervention and conflict mediation skills, with ability to remain calm in crisis;
- Proven experience and strong skills in developing and facilitating group-based programming;
- Experience working with diverse individuals and groups (ethno-cultural, gender, abilities, race, etc.) and the ability to deliver culturally sensitive services and programs;
- Very good knowledge and understanding of community resources;
- Familiarity with Windows and Excel programs;
- Excellent oral and written communication skills;
- Knowledge of a second language or culture an asset.

HOW TO APPLY

Please submit your cover letter and résumé by Monday, August 19, 2019 to Danielle Nakouz, Manager of Elm Housing Support Program. YWCA Toronto. 150 Elizabeth Street, Toronto, ON, M5G 0B1.

EMAIL: elmhousingjobs@ywcatoronto.org

Please note: A vulnerable sector police reference check is required by the successful candidate prior to hiring. YWCA Toronto is a unionized workplace. Staff are represented by CUPE Local 2189. This position is not within the Bargaining Unit. For internal applicants, this position is not secondable.

YWCA Toronto promotes the principles of anti-oppression and adheres to the tenets of the Ontario Human Rights Code. We encourage applications from women of all races, ethnic origins, religions, abilities and sexual orientations.

YWCA Toronto provides accommodation during all parts of the hiring process, upon request, to applicants with disabilities. If contacted, please advise us if you require any accommodation. While we thank all candidates for their interest, only those selected for an interview will be contacted.

YWCA Toronto is a Scent-Sensitive Workplace.

Posting Date: August 7, 2019