



Job Posting – Support Worker

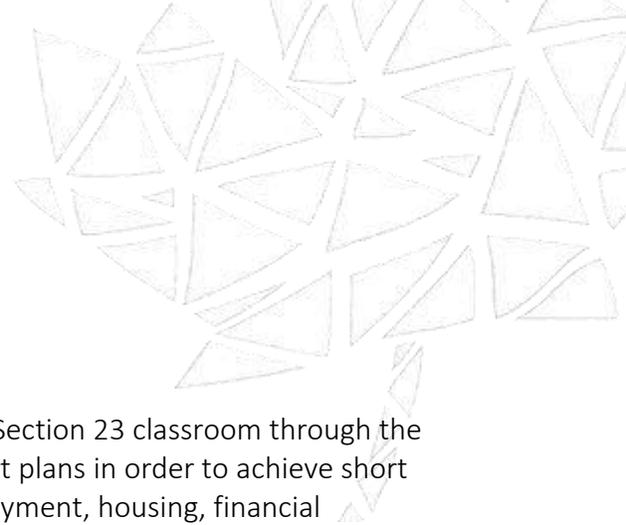
Position title	Support Worker – Section 23 School Program
Organization	Egale Canada Human Rights Trust
Department	Egale Youth OUTreach, (EYO) Toronto
Reports to	EYO Program Manager
Posting type	External
Term	Full time - Permanent
Level / Salary range	Competitive
Application deadline	January 19, 2018
Start date	Immediately
Apply to	Resume and cover letter to jobs@egale.ca

Egale Canada Human Rights Trust (Egale) is Canada’s only national charity promoting human rights based on sexual orientation and gender identity through research, education and community engagement. Egale’s vision is a Canada, and ultimately a world, without homophobia, biphobia, transphobia, and all other forms of oppression, so that every person can achieve their full potential, free from hatred and bias.

Department Description

Egale is committed to addressing the disproportionate rates of homelessness, mental health concerns, and suicidality among lesbian, gay, bisexual, trans, queer/questioning, intersex, and Two-Spirit (LGBTQI2S) youth populations. Egale operates Youth OUTreach (EYO) Counselling Centre, which provides a range of services and supports that help to stabilize crises and address the needs of youth, up to age 29 identifying as LGBTQI2S. This includes providing educational opportunities through the establishment of an EYO-based Toronto District Section 23 classroom.

We are currently seeking a qualified individual to fill the position of Support Worker within EYO’s Section 23 classroom. The purpose of this position is to provide support to students involved in the Section 23 program. This position is part of the EYO clinical team of service providers and as such will be required to provide service in other programs where needed and appropriate.



Job Description

The Support Worker provides assistance to participants of the Section 23 classroom through the development of immediate action plans and short-term support plans in order to achieve short and longer-term goals in particular related to education, employment, housing, financial security, food security, health care and social support.

The Support Worker combines lived experience, active listening, and engagement skills to offer client-centred and trauma-informed informal counselling, co-facilitating groups, and short-term/follow-up case management where applicable. The Support Worker may provide preparation, follow up and/or accompaniment support to participant appointments. The Support Worker will also assist in helping to ensure the supportive drop-in space runs in a safe and organized way.

Roles and Responsibilities

Utilizing strengths-based, trauma-informed, harm reduction approaches, the Support Worker will:

Program and Participant-related:

- Assess Section 23 classroom participant needs, research resources and options for participants, follow up with participants working on short-term goal plans and help participants access chosen resources and services
- Provide individual counseling for participants of the Section 23 classroom
- Develop and maintain effective working relationships with other TDSS employees as well as other service providers related to client care
- Provide on-site intervention with Section 23 classroom participants presenting in a disruptive or threatening manner
- Organize action plans prioritizing participants' needs and strengths
- Accompany participants to appointments and meetings to help them achieve their goals
- Helps maintain a safe, welcoming, organized and calming space
- Responds to and/or informs the EYO team at the earliest point regarding potential safety or escalation concerns



- Participate in supervision, program meetings, all-staff meetings, clinical consultations, peer consultations and committee/partnership meetings when required
- Identify and discuss client, community trends/needs and make recommendations for programming
- Supports volunteers and students, as well as providing directly, positive, affirming and inclusive support that can help to increase participant self-esteem, confidence and social connections
- Provide support for group development such as activity and recreational programs

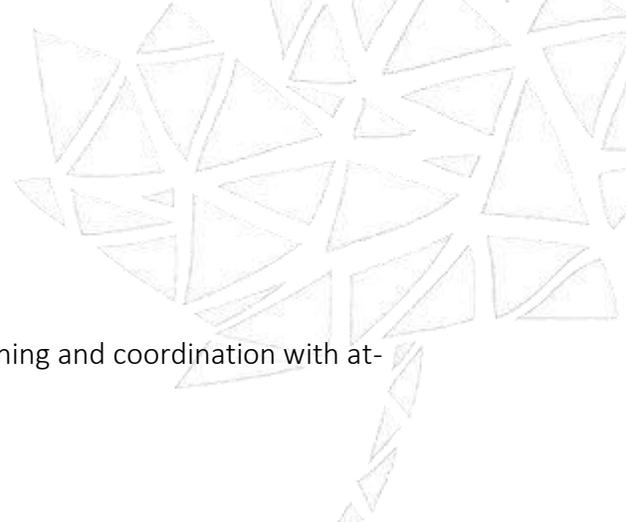
Administrative and Operational:

- Preparation, set up and closing of snack and drinks area, as well as ensuring cleanup and maintenance of serving area during open program times
- Resource management and administrative record keeping including stats and data collection, completing goal plans with/for participants, recording interactions and assisting in the writing of reports as required by the Program Manager and/or Service Coordinator
- Ensure that all recordings and documentation meet EYO Policy and Procedures requirements, accreditation standards and are completed in a timely manner
- Other tasks, such as grocery shopping, as assigned by the Program Manager and the Service Coordinator

Qualifications

Candidates must:

- Have lived experienced as a member of the queer, trans, LGBTQI2S community
- Have work or volunteer experience in social service or support settings
- Demonstrate leadership, teamwork and initiative
- Demonstrate experience in social skills building with transitional aged youth
- Crisis management and conflict resolution skills



- Demonstrate skills in assessment, counseling, case planning and coordination with at-risk/marginalized youth and their families
- Knowledge of community resources to support youth
- Bring an understanding of anti-racist and anti-oppression frameworks; the function of power structures in directly disadvantaging marginalized populations; the interconnected nature of social categorizations such as race, gender identity, class, sexual orientation, and ability; providing care through an equity lens
- Be able to work independently, multitask and remain calm in situations that involve multiple demands
- Proficient in use of computers and software applications
- Proficiency in a second language an asset

The candidate will ideally also:

- Have post-secondary school education in social services, social sciences or humanities or equivalent experience

Application Details

Please submit a cover letter and resume to Lucy Gallo, Program Manager, Egale Youth OUTreach, at jobs@egale.ca.

Employment Equity and Diversity

Egale Canada Human Rights Trust is committed to ensuring that members of traditionally marginalized groups, from a broad range of communities, feel empowered to apply for positions within the organization. We encourage qualified applicants to consider work and volunteer opportunities with Egale as we recognize that a diverse work force and volunteer base are critical to accomplishing our mission. The organization is dedicated to taking proactive steps to overcome historical patterns of discrimination in our society which have created barriers of race, colour, religion, sex, national origin, age, disability, language, class, sexual orientation, and gender identity or expression for some individuals and have resulted in the denial of their full participation in society.