



**IS SEEKING TWO PART-TIME TEMPORARY
Black Mentorship Program Consultant for 2SLGBTQA+ Children, Youth, and Community**

Position Title: Black Mentorship Program Consultant for 2SLGBTQA+ Children, Youth, and Community - Black Community Mental Wellness - A Way Forward

Location: Virtual (and occasional on-site NACCA meetings)

Reports To: NACCA, Black Health Manager

Job Type: 2 Temporary positions – 6 months, 15 hrs/wk

Salary: \$9,500 contract per person

Newmarket African Caribbean Canadian Association's mental health services address a wide variety of issues ranging from trauma (sexual, physical and trauma related to immigration), depression, anxiety, worry, grief and stress, including societal stressors relating to the Social Determinants of Health (racism, poverty, housing, employment, family issues, etc.). We offer diverse counselling support relating to Black men's mental health, caregiver support for parenting children and youth, seniors, wellness support for members of the Black 2SLGBTQ+ community, to name a few. Our therapeutic model involves Healing Identity Based Trauma and Racial Trauma using EMDR in COLOUR and other cultural humility centred approaches, an integrative process involving Cognitive Behavioural Therapy, Narrative Therapy, and therapy from a Recovery Model of Care.

NACCA's mental health model is rooted in holistic, healing centered, Afri-centric, and culturally responsive care. Offering a range of prevention, early intervention, harm reduction, and recovery-oriented services, to assist youth and their families/caregivers in reducing harm, moving toward recovery, and making healthy choices for themselves and their family. The program places focus on the full spectrum of social determinants of health and is grounded in shared community values. The service also recognizes the resiliency and strength, cultural diversity, and intersectional experiences of Black youth and families.

Position Overview

We are seeking a Black Consultant from the 2SLGBTQA+ community to support the development, implementation, and evaluation of a mentorship program specifically designed for Black 2SLGBTQA+ children, youth, and community members. This contract position will focus on creating a culturally competent mentorship framework, fostering a supportive and inclusive space for mentorship relationships, and ensuring that the program meets the unique needs of Black 2SLGBTQA+ children, youth and families. The consultant will work closely with the Black Health Manager, NACCA mental health staff, community organizations, and mentors to provide insight, direction, and best practices that reflect the intersectional experiences of Black 2SLGBTQA+ individuals.

Black Mentorship Program Consultant for 2SLGBTQA+ Children, Youth, and Community is individually tailored to respond to the lived experiences of anti-Black racism, and systemic oppression that Black youth and families are subjected to. The model recognizes that mental health services have historically, and presently, harmed Black and Indigenous peoples. We recognize that access to these systems, even though these services will be Black-led, still exist within systems that perpetuate anti-Black racism, colonialism, and patriarchy. We recognize that access to these systems can be unsafe, and much of the work is to provide culturally safe, strength-based, resourceful, healing centered, and low barrier care. The program delivers

supportive and accessible counselling sessions tailored to meet the needs of Black and of African descent peoples.

Key Responsibilities:

Program Design & Framework Development

- Lead the development of a comprehensive mentorship program tailored to Black 2SLGBTQA+ youth and community members, addressing the unique challenges related to race, gender identity, and sexual orientation.
- Create culturally relevant mentorship materials, tools, and resources to ensure mentors and mentees understand the intersectionality of Black identity and 2SLGBTQA+ experiences.
- Define the program's goals, objectives, and outcomes, ensuring alignment with the needs of Black 2SLGBTQA+ youth and community.

Mentor Training & Support

- Develop and implement training modules for mentors, focusing on cultural competence, 2SLGBTQA+ issues, trauma-informed care, and anti-oppressive practices.
- Provide ongoing support to mentors, offering guidance on best practices for creating meaningful, trusting relationships with their mentees.
- Offer tools and strategies for mentors to address the unique challenges faced by Black 2SLGBTQA+ youth, including navigating racism, homophobia, and transphobia.

Community Engagement & Collaboration

- Engage with Black 2SLGBTQA+ community groups, schools, and local organizations to recruit mentees and mentors, ensuring the program is accessible and inclusive.
- Collaborate with community leaders and organizations to identify resources, services, and opportunities that enhance the mentorship program.
- Facilitate networking opportunities between mentors, mentees, and the broader community, fostering a sense of belonging and empowerment for participants.

Program Evaluation & Reporting

- Develop a framework for evaluating the effectiveness of the mentorship program, using both qualitative and quantitative data to measure success, challenges, and areas for improvement.
- Collect feedback from mentors, mentees, and stakeholders to assess the program's impact on the well-being, development, and empowerment of Black 2SLGBTQA+ youth.
- Provide periodic reports to program leadership, summarizing findings, progress, and recommendations for program adjustments.

Advocacy & Awareness

- Advocate for the inclusion and representation of Black 2SLGBTQA+ youth within mentorship spaces, emphasizing the importance of safe, affirming environments.
- Raise awareness about the intersectional experiences of Black 2SLGBTQA+ individuals, promoting greater understanding and support within the community.
- Act as a liaison between the mentorship program and relevant stakeholders, including advocacy groups, mental health professionals, and educators.

Culturally Competent Resources & Materials

- Curate and develop resources, workshops, and educational materials to enhance the program's support of Black 2SLGBTQA+ youth.
- Ensure that all resources reflect the cultural and lived experiences of Black youth, addressing topics such as identity formation, self-acceptance, and resilience in the face of systemic challenges.

Consultation & Advising

- Provide ongoing consulting services to program leaders and staff on matters of cultural competence, inclusion, and best practices for supporting Black 2SLGBTQA+ youth.
- Offer advice on building long-term sustainability for the mentorship program and strengthening its impact on the community.

Qualifications:

Education

- A Bachelor's or Master's degree in social work, LGBTQ+ Studies, Community Development, Education, or a related field is preferred.
- Additional certifications or training in mentorship, diversity and inclusion, youth development, or related fields is a plus.

Experience

- Minimum of 3-5 years of experience working with 2SLGBTQA+ youth and communities, especially in a mentorship or advocacy capacity.
- Demonstrated experience working with Black communities, particularly with Black 2SLGBTQA+ youth, is essential.
- Experience in program development, implementation, and evaluation is highly preferred.

Skills & Competencies

- Strong knowledge of the unique experiences, challenges, and needs of Black 2SLGBTQA+ youth, with a deep understanding of intersectionality.
- Excellent communication skills, including the ability to engage with diverse groups, facilitate workshops, and provide guidance to mentors and community members.
- Ability to design culturally relevant training materials and resources that support both mentors and mentees.
- Strong organizational and project management skills, with the ability to work independently and collaboratively to meet deadlines.
- Familiarity with trauma-informed care and anti-oppressive practices in working with youth.

Preferred Qualifications

- Bilingual or multilingual abilities (e.g., French and African languages etc.) are a plus.
- Familiarity with community-based mental health resources, LGBTQ+ youth support services, and organizations serving Black communities.
- Experience with data collection, program evaluation, and preparing impact reports.



Work Environment

- The position may involve a combination of remote work, virtual meetings, and in-person community engagement depending on the needs of the program.
- Occasional evening or weekend work may be required for training sessions, mentor-mentee meetings, or community outreach activities.

NACCA is an equal opportunity employer and encourages applications from all qualified candidates. For more detailed information about the Newmarket African Caribbean Canadian Association, please visit www.naccacommunity.ca

How to Apply:

Application and Hiring Process

Qualified applicants should forward a cover letter and resume indicating “Application for Black Mentorship Program Consultant ” in the subject line to: hr@naccacommunity.ca

Successful candidates will require a vulnerable sector check and designation in good standing with a regulatory body such as RSW/RP/CCC etc.

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Recruitment Team

NACCA Hiring Team will be accepting applications until **Apr 4, 2025**. Only those candidates invited for an interview will be contacted.

The Newmarket African Caribbean Canadian Association (NACCA) is committed to providing strong leadership for our diverse resident Black community, especially Black youth. We serve the Newmarket and surrounding areas. Our work is informed and deeply rooted in the key principles of the Nguzo Saba.