

JOB POSTING

Position: Impact of Race and Culture Assessment (IRCA) Assessor

Reports to: Chief Operations and Systems Transformation Officer

Terms: One Year Contract Full-Time (35 hours/week or 1 FTE) –

Start Date: Immediate

Location: 27 Tapscott Road, Unit 1, Scarborough, ON M1B 4Y7

POSITION SUMMARY

TAIBU Community Health Centre provides primary health care and related services for Black populations across the Greater Toronto Area as its priority population and residents of the local community of Malvern. Recognizing that systemic oppression has fostered conditions of ill-health with Black communities, we strive to deliver these services through intersectional, equity based and culturally affirming practices which promote holistic wellness, health education, and prevention.

Impact Race and Culture Assessments (IRCAs) are culturally responsive reports that provide the courts, parole and immigration boards with a holistic understanding of the lived experiences of Black and racialized people to assist with fair decisions. They provide the court with a comprehensive picture of a Black person's life circumstances and how systemic barriers such as racism, discrimination and/or poverty contributed to their interaction with the justice system. An IRCA may recommend alternatives to incarceration or recommend culturally appropriate accountability measures within a sentence of incarceration.

The Community IRCA Lead ("Lead") will assess clients preparing for sentencing in criminal law proceedings. Drawing on client interviews, collateral information and/or other research conducted, the Lead will write and submit timely IRCA reports as requested by a judge or defense counsel. These reports will be carefully considered by a judge to craft an appropriate sentence which may include alternatives to incarceration, or culturally appropriate accountability measures within a sentence of incarceration.

The Community IRCA Lead will also work with subject matter experts to develop a guide to preparing IRCAs in Ontario, which will include best practices and other reference material.

The Lead will also be involved in development and delivery of outreach and education events.

SPECIFIC RESPONSIBILITIES

- Draft and prepare Impact of Race and Culture Assessments (IRCAs) for use in sentencing proceedings of Black persons.
- Support and assist with administrative tasks and intake of new clients.
- Conduct relevant research required to complete reports.

- Outreach to IRCA writers in Ontario to build pathways to mentorship and a community of practice.
- Develop and deliver information sessions about IRCAs and the availability of different IRCA writers or writing services.
- Develop and deliver training sessions about best practices to support the efficient navigation of systems and delivery of IRCAs.
- Ability to work independently and within a team context.
- Outreach with external stakeholders and justice system participants.

EDUCATION

Master of Social Work and

- registered in good standing with the Ontario College of Social Workers and Social Service; or
- Master's level equivalent criminology, mental health, education, or related fields with relevant experience
- **Candidates who have received IRCA Assessor training from the African Nova Scotian Justice Institute (ANSJI) or have demonstrated experience writing IRCAs or Enhanced Presentencing Reports (EPSRs) in Ontario will be given preference**

SKILLS AND ABILITIES

- 2-3 years of experience working with Black communities.
- Demonstrated commitment to and lived experience of Anti-Black Racism and Afrocentric values and principles
- In-depth understanding of Anti-Black Racism and other forms of oppression operating within interpersonal, cultural, and systemic contexts, including within the criminal justice system.
- Strong communication and interpersonal skills (oral, written and comprehension); communication is grounded in an understanding of trauma and its impacts.
- Ability to research primary and secondary sources for historical discourse for IRCA Reports
- Demonstrate a commitment to community and/or legal work related to anti-Black racism, human rights and/or anti-discrimination.
- Have demonstrated ability to effectively conduct assessments and prepare reports and submissions on complex legal and social issues before the Court.
- Have demonstrated ability to work collaboratively within a multi-disciplinary team.
- Ability to work flexible hours including evenings and weekends
- Self-motivated individual with the ability to work with minimal supervision.
- Exceptional writing skills and effective interviewing skills.
- Proficiency in Microsoft Office applications (Word, Excel, Outlook, PowerPoint) etc.
- Experience in conducting research, assessments, evaluation and synthesizing relevant information.

- Knowledge of Canadian criminal procedures and processes and the Criminal Code of Canada and other related federal and provincial statutes, and related court decisions regarding Black persons.
- Specific and in-depth understanding of *the R. v. Morris* case and related court decisions concerning Black offenders.
- Ability to interact with clients, build rapport and trust, effective verbal and listening skills.
- Experience with, or willingness to learn trauma-informed interviewing skills.
- Ability to maintain collaborative working relationships with justice sector professionals to produce IRCA reports.
- Liaise with Black Specific and non-Black specific resources/service providers to prepare a well-organized healing plan / programs for all clients, where available and appropriate.
- TAIBU IS BUILDING ITS BILINGUAL (FRENCH/ENGLISH) CAPACITY AND EXCELLENT FRENCH LANGUAGE PROFICIENCY IS A SIGNIFICANT ASSET

Application Process: Qualified individuals are invited to submit their application to hr@taibuchc.ca