



Surrounded by Cedar Child & Family Services

Position Description

Cultural Continuity Worker

Overview

SCCFS' vision is to support the empowerment of the urban Indigenous community to continue the reclamation of traditional systems of caring for and protecting children so no child or youth will be placed in care. To achieve this, SCCFS will provide child and family services strongly rooted in Indigenous cultural values and world views while ensuring urban Indigenous children and youth grow up connected to family, community, and culture.

Position Summary

Reporting to the Cultural Programs Supervisor, the Cultural Continuity Worker (CCW) supports urban Indigenous children/youth in care to build and maintain meaningful connection to their Indigenous culture(s). The CCW (re)connects children and youth to their ancestral territories and provides one-to-one support in the care home to ensure that meaningful cultural connection within the care home and that the caregiver is appropriately connected to the child/youth's Nation. The CCW acts as a cultural resource to the Guardianship & Permanency and Resources & Support teams, participating in various planning aspects for the child/youth.

Primary Responsibilities

Connects children/youth in care to their ancestral territories.

- Determines the Nation(s) the child/youth is connected to through discussions with the GSW, birth family members, Nation(s), caregivers and through file reviews.
- Connects directly with child/youth's Nation to involve them in planning for the child/youth, to establish plans for travel to the community and to identify a contact person for each child/youth.
- Works with Guardianship Social Workers (GSW's) and Resource Social Workers (RSW's) to develop and implement plans to connect child/youth to their home community/traditional territory.
- Works directly with caregivers to implement travel plans as needed.
- Accompanies the child/youth, his/her/their caregiver, and others to the child's ancestral territories and provides direct supervision to the child/youth for the duration of the travel as necessary.
- Obtains cultural resources that support the development of a positive self-identity, including language resources specific to the child/youth's Nation(s), that can be utilized/accessed within the child/youth's care home.

Care Plans

- Participates in Care Plan meetings to contribute to meaningful cultural planning for the child/youth.
- Identifies local resources, events, and knowledge keepers that can be accessed by the child/youth and/or his/her/their caregiver to support positive cultural identity development.
- Collaborates with the agency's Lifelong Connections Worker.

- Facilitates the completion of Cultural Safety Agreements between Nation(s) and caregivers.

In Home Support

- Provides one to one cultural support within the child/youth's care home to assist with positive cultural identity development.
- Identifies cultural resources that can be accessed by the child/youth and his/her/their caregiver within the care home.
- Identifies support people within the child/youth's Nation(s) who can be accessed by the child/youth and his/her/their caregiver to maintain an ongoing and meaningful connection to the child/youth's ancestral territories and introduces these support people to the child/youth and his/her/their caregiver.
- Identifies local cultural knowledge keepers who may act as cultural mentors for the child/youth and his/her/their caregiver and facilitates a connection between the child/youth, his/her/their caregiver, and the mentors.
- Notifies the child/youth's Guardianship & Permanency Planning Social Worker of issues that may arise which would prevent or interfere with positive cultural identity development.

Administration

- Prepares written reports for the child/youth's file that document connections made with the child/youth's Nation(s), appropriate contact people, and all cultural resources provided to the child/youth.
- Prepares case notes for all in-home support provided within the care home.
- Maintains and submits regular qualitative and quantitative data to the Team Leader on work completed.
- Prepares closing summaries to be filed on the child/youth's child service files.
- Attends weekly delegated team meetings. Contributes meaningfully to discussions. Provides up to date information regarding caseload.
- Attends bi-weekly staff meetings, in-house trainings, and other meetings as required. Participates in agency events and activities, as necessary.
- Participates in agency committees and/or working groups at the request of the Team Leader or other members of the Leadership Team.

Other

- Assists with cultural planning, ceremony, protocol related support and cultural events hosted by SCCFS.
- Serves as a cultural resource for SCCFS programs and staff.

Other related duties as assigned.

Knowledge, Skills, and Abilities

- Deep understanding of the history of Indigenous people in Canada and the impact of historical trauma.
- Experience working in an Indigenous not-for-profit organization while demonstrating a strong knowledge regarding the impact of colonialism within Indigenous communities.
- Ability to build and maintain trusting relationships with children/youth, caregivers, and families.
- Demonstrates respect, care, and compassion free of judgement.

- Ability to work collaboratively with co-workers, knowledge keepers, children/youth and their families, and various Indigenous Nations and Communities.
- Models and/or mentors positive cultural influence, knowledge, and ways of being.
- Knowledge of child welfare systems and processes.
- Ability to research cultural information and develop tools to support the building of a child/youth’s cultural identity.
- Well-developed written and verbal communication skills.
- Skilled at mediation with the ability to de-escalate challenging situations using traditional and mainstream approaches.
- Strong planning skills.
- Intermediate computer skills including MS Office (Word, Excel, Outlook, and PowerPoint).
- Well organized and proactive with strong time management skills. Ability to adapt to changing priorities.
- Ability to maintain a high level of confidentiality.
- Ability to work independently as well as working within a collaborative team framework.
- Willingness to continue learning Indigenous culture and teachings.
- Respect for Indigenous people and culture.

Training, Education, and Experience

- Diploma in Health and Human Services, Sociology, or related field.
- 2-3 years’ experience working with or within an Indigenous community.
- Experience working directly with Indigenous children, youth, families, and communities.
- Training and experience in culturally based healing and wellness models for Indigenous peoples.
- Ability and willingness to travel extensively, including weekends and statutory holidays.
- Current B.C. Class 5 Driver’s license, satisfactory driver’s abstract, adequate vehicle insurance including business coverage and access to a safe reliable vehicle.
- Clear criminal records check.

Working Conditions

Work is performed in a variety of settings including the SCCFS office, caregiver homes and community settings. Regular travel with children/youth in care to their ancestral territories is required. This includes travel to isolated and/or remote areas throughout Canada. Some travel to attend meetings and/or training. Evening and weekend work will be required.

Critical Success Factors

In support of our Vision and Mission, we embody an agency culture that is supportive, team-oriented, caring, genuine/authentic, respectful, and fun (with laughter). Most importantly, we work from the heart to support our belief that: *Children are the most sacred gift that will ever be given by the Creator.*

<i>Department:</i>	<i>Cultural Programs</i>	<i>Reports To:</i>	<i>Cultural Programs Coordinator</i>
<i>Updated:</i>	<i>Aug 2024</i>	<i>Direct Reports:</i>	<i>None</i>