



Framework for hiring Workers in Children's Services, Resources, In-home Support, Kinship Services and Family Finding

In line with our All at the Table and Journey Beside Strategic Directions, we value diversity among our staff and staff being representative of the people we serve. We value diverse education, knowledge, theoretical frameworks, skills and abilities. Our goal is for staff in these positions to have a minimum College diploma in Social Services or Child and Youth Care or applicable Indigenous program.

At the same time, there are two important considerations during the hiring process:

1. Indigenous Service – approximately 25 – 30% of our service is with Indigenous people. Our intent is to hire Indigenous staff because we believe that Indigenous families and communities have the right to expect a choice that they will be served by Indigenous people. The Child and Family Services Act recognizes the entitlement of Indigenous people to both provide their own child and family services and to receive services in a manner that recognizes their culture, heritage and traditions. Colonization and racist government policies and practices including Residential Schools have created large inequities for First Nation people. The negative impact, generational trauma and challenges are a direct result. For many years, First Nation people lost their Status if they obtained a post-secondary education. We need to do things differently to bring about greater equity. One thing we will do differently is consider other relevant College backgrounds and the core values, abilities, skills and knowledge within the Indigenous population and hire accordingly. We will provide support and encouragement to Indigenous staff to continue furthering their education.
2. Candidates with College Diplomas, other than Social Services or Child and Youth Care or applicable Indigenous program, with significant relevant experience. Where there are clearly no qualified and suitable applicants with the minimum diploma requirements for a vacant position that has been advertised, candidates with other diplomas may be hired. Where there are questions about the suitability of a candidate with a different Diploma or comparison to another candidate with the required Diploma, the following perspectives will be considered and discussed when making the decision:
 - a. Values of both candidates as determined by the interview process.
 - b. Diversity of both candidates with a priority given to increasing diversity of our staff consistent with our "All at the Table" strategic direction.
 - c. Candidates who are local to the area and/or with significant connections to the area.

- d. Needs of the agency with a longer term lens and consistent with our Strategic Directions.

Approval for hiring an external candidate:

Following the interview(s), the HR Director will meet with at least one Director of Service to review the process and make a determination about the successful candidate. This framework will be used to guide that decision.

Where there is a recommendation to make an exception to the framework, the Executive Director will be included in the final decision about hiring.

All current staff in these positions shall be grand-parented in.

April 11, 2017