



## Vernon & District Immigrant & Community Services Society

#100-3003 30th Street  
Vernon, BC  
V1T 9J5

250.542.4177   
vdicss@vdicss.org   
www.vdicss.org 

### Anti-Racism Community Outreach Worker (Anti-Racism) – Job Posting

The Vernon and District Immigrant and Community Services Society (VDICSS) is seeking a part-time Anti-Racism Community Outreach Worker for its new Anti-Racism Project.

VDICSS is dedicated to the enrichment of our communities through the development of people and families. We foster belonging and wellbeing through our work, and dedicate ourselves to building a healthy and vibrant community every day.

If you are passionate about giving back to the community and motivated by work that is truly meaningful and contributes to building a strong, vibrant, healthy, and inclusive community in the North Okanagan, we look forward to reviewing your resume.

The successful candidate will be responsible for:

- Providing strong, reliable, community-informed support for the provincial anti-racism helpline for racialized people who have experienced racism (specifically: Islamophobia, Anti-Semitism, anti-Black sentiments, discrimination against Indigenous communities, and anti-Asian biases).
- Bolstering community connections, addressing specific forms of discrimination, and creating a more just, equitable and inclusive community.
- Emphasizing a proactive, preventive, and responsive approach to empowering individuals and groups, promoting awareness and understanding about racism, and dismantling systemic racism.
- Providing timely and seamless access and referrals to reliable community resources.
- Leveraging VDICSS's expertise, experience, and local partnerships to deliver services in five key areas: Mental Health, Resilience Building, Anti-Hate and Diversity Initiatives, Empowerment, and Infrastructure Support and Enhancement.

Duties will include:


- Organize and host community-wide events to promote cultural understanding, reduce stigma, and foster a more just, equitable and inclusive culture.
- Create and facilitate workshops, activities and resources for targeted groups on topics that enhance their ability to cope with discrimination, stress and adversity.
- Collaborate with local partners to provide and promote workshops, activities and resources, including resilience building through creative expression.
- Collaborate with local agencies to promote mental health for clients referred through the BC Anti-Racism helpline.
- Support the creation of a database of counselors.
- Support timely and seamless referrals for counselling.

*We respectfully acknowledge that VDICSS is situated on the ancestral, traditional, and unceded territory of the Okanagan Syilx Nation. We are committed to working with local Indigenous partners to actively advance truth and reconciliation efforts. As we welcome newcomers to our community, we wish to honour the example of inclusivity of the Okanagan peoples by fostering a culturally conscious, equitable community that advocates for the rights of all.*



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- Support the VDICSS Settlement Team SWIS (Settlement Workers in Schools) team on educational initiatives aimed at empowering individuals and groups, promoting awareness and understanding about racism, and dismantling systemic racism.
- Build individual, group, and community capacity to help people cope, heal, and support others who have been directly impacted by racism and discrimination.
- Identify existing local infrastructure or direct service delivery programs and provide support as needed.
- Leverage existing partnerships and expertise in providing programming support in order to bolster and enhance existing local anti-racism infrastructure.

Preference will be given to candidates with one or more of the following: relevant and practical experience; fluency in one or more target languages (Mandarin, Cantonese, Farsi, Spanish, Arabic, Punjabi, Hindi, Swahili, and/or French); post-secondary course work in social justice and equity studies, sociology, anthropology, race relation studies, or another related area, or a combination of relevant experience and education.

For more information about Vernon and District Immigrant and Community Services Society, please visit our webpage.

What VDICSS offers: You will join a dynamic team that has a massive impact across the North Okanagan. VDICSS is a local organization, but you will also be part of a much broader movement for justice, equity and inclusion. Your work will have a direct impact in the community we all call home.

This position is a part-time term position, 13 hours/week for 40 weeks (till March 31, 2025), at \$24.00 per hour (negotiable depending on experience and qualifications), with the possibility of extension depending on funding.

To apply: Send resume and cover letter by email addressed to:

Hiring Committee – Anti- Racism Community Outreach Worker

Email: [hr@vdicss.org](mailto:hr@vdicss.org)

Application Deadline: Friday, May 17, 2024

VDICSS recognizes foreign accreditation and experience in addition to other paid or unpaid work experience and educational equivalencies.

VDICSS is committed to equity in employment, and immigrant, refugee, women, aboriginal people, visible minorities, 2SLGBTQ+ persons, and persons with a physical disability are encouraged to apply.

Resumes received for advertised employment are considered for the specific opportunity being applied for. Applicants interested in more than one position must submit a separate resume for each position they are interested in.

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Applications are screened on the basis of the qualifications outlined in the job description. This screening includes a review of the applicant's education, experience and skills. Applicants who best meet the requirements will be brought forward to the hiring committee for interview consideration. Thank you to all applicants for their interest in the position. However, only candidates selected for an interview will be contacted. No phone calls please.