



HAMILTON URBAN CORE COMMUNITY HEALTH CENTRE
Strong Core, Healthier Lives.

Position Available

Full-Time Black Health - Health and Wellness Counsellor

Hiring Range: \$50,552.25 - \$60,905.50

Hamilton Urban Core is a thriving inner city health center and a leader in the provision of high-quality primary health services and health promotion programs. Our comprehensive health services are delivered through a dynamic team of multidisciplinary, inter-professional health providers. As an inner-city health center, our client populations include individuals and families with chronic and complex health and social conditions, many of which are living in poverty. This position within the Black Health Team will increase services available to African Canadian & Caribbean Youth through its partnership with the Centre for Addictions and Mental Health & CAMH and its Substance Abuse Program for African Canadian & Caribbean Youth (SAPACCY). The Black Health- *Health and Wellness Counsellor* will provide culturally responsive services and care to youth (between ages 12 and 29) from the Black communities. Provide support, largely to Black youth/clients and their caregivers, as appropriate, who are dealing with mental illness and/or co-morbid addiction. When necessary, provides consultation and referrals to other providers serving this population. The Black Health - *Health and Wellness Counsellor* will deliver care within the SAPACCY model, that recognizes the lived experience of Black youth who have faced anti-Black racism and oppression as it relates to the many aspects of their lives.

The SAPACCY model is rooted in holistic, healing centered, Africentric, 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 families. 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.

SAPACCY is individually tailored to respond to the lived experiences of anti-Black racism, and systemic oppression that Black youth are subjected to. The SAPACCY model recognizes that mental health, and health services more generally, 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 exists 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.

Key responsibilities for this position include:

- Provide psychosocial assessments by gaining an understanding of health risks based on the Social Determinants of Health framework
- Ensure comprehensive treatment for clients by providing information, counseling/therapy, and when necessary, referring them to other community health center professionals and/or acting as a client advocate
- Provide crisis intervention and/or specialized treatment to complex cases
- Develop and deliver programs and organize groups for identified priority populations
 - Ensure appropriate treatment is delivered by maintaining client records and assessment notes and correspondence within the safeguard of confidentiality
- Engage with clients to develop a trusting, supportive and sustained long-term relationship
- Utilize a strengths-based approach, provide support, encouragement, information, and feedback that enable clients and family members to realize their goals
- Use an anti-oppressive and Africentric practice
- Link clients and family members to supports and services that will promote their well-being, enhance their ability to meet their mental health needs, and which aid in the exhibition of adaptive behaviors that address problematic substance
- In collaboration with the Black Health Case Manager, develop working relationships and rapport with community service providers in providing culturally adaptive language & services that consider the experiences of the African, Caribbean, and Black (ACB) community around racial trauma, racial gaslighting
- Assist clients (and families) in identifying and advocating for their civil and legal rights
- Act as resource person to Hamilton Urban Core CHC staff by compiling information on community resources and facilitate access to those resources by liaising with community groups, and other health/social service agencies
- Develop and maintain a flexible work schedule that accommodates the needs of the community and the Black Health Team and as approved by your manager. Ability to work flexible hours including evenings and weekends.
 - Carry out other duties as may be assigned from time to time

QUALIFICATIONS:

- Bachelor's degree in social work or counseling/therapy from a recognized university
- Has proof of registration as a RSW and is in good standing with the Ontario College of Social Workers and Social Service Workers
- Proven skills in psychosocial assessment, counseling/therapy, crisis intervention, case management and referrals
- Demonstrated skills and experience in working with youth of African descent
- Demonstrated commitment to and lived experience of anti-Black racism and Africentric values and principles
- Knowledge of community resources for African Canadian and Caribbean youth and their families in substance abuse treatment is essential
- A deep fundamental and comprehensive knowledge of the unique challenges faced by African Canadian and Caribbean youth and their families across the social determinants of health
 - Ability to work with Black youth to develop and enhance their identity, culture, and sense of belongingness to their community through knowledge and understanding of health, social service, and community development agencies

- A commitment to an interdisciplinary team approach to coordination of health and social services
- Proficiency in current assessment, counseling/therapy, and psychosocial counseling techniques for working with individuals, groups, and communities
- Demonstrated skills and experience in the assessment and treatment of substance abuse and/or mental health treatment inclusive of individual and group counseling
- Fluency in French, is a significant asset

Interested individuals should forward a covering letter and resume by no later than 11:59pm Sunday November 19, 2023 to:

Hiring Committee **Black Health - *Health and Wellness Counsellor***

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Hamilton Urban Core is committed to equity in employment.