

Hiring with Intention to Better Meet the Needs of Ontario's Diverse Youth

Hiring Language Examples from Lumenus Community Services

Statement after the role description:

Experience with/lived experience of oppression, racism, homophobia, transphobia and/or ableism and/or personal connection to queer or trans communities of color, including newcomer and disability communities will be an asset for applicants.

Statement under Qualifications and Skills:

- Prior experience working with 2SLGBTQ youth and youth of colour
- Sound knowledge of anti-oppressive practices and ability to implement them in work with children, youth and families
- Familiarity with and sensitivity to diversity and inclusion in the workplace and within the community
- Ability to demonstrate and work through a lens of sensitivity to diversity related to race, religion, culture, cognitive functioning, poverty, sexual orientation and gender identity

Statement at the bottom of postings:

Lumenus is strongly committed to a workforce that reflects the diversity of the populations we serve. We encourage applications from all qualified individuals including applicants from all cultures, racialized communities, abilities, diverse sexual and gender identities and others who may contribute to the further diversification of ideas. We are committed to a selection process and work environment that is inclusive and barrier free.

Examples of Interview Questions (*for various roles*):

1. The Central Toronto Youth Wellness Hub prioritizes the needs of 2SLGBTQ+ youth and youth of colour as such anti-oppressive and anti-racist practice are important pieces of the work. How do you see incorporating AOP and AR practices into an admin role (or how have you done so in your other work)?
2. How would you address the intersectionality of various social identities related to systems of oppression, such as, racism, poverty, or homophobia in the position of a Senior Therapist. Please provide an example of how you have/would address this in the clinical support/consultation to staff on walk in and how you would ensure that it is integrated into the WUWI Program and service delivery.

Hiring with Intention to Better Meet the Needs of Ontario's Diverse Youth

3. How might your professional ethics be challenged in this role? How might you address them?
4. What does liberation/anti-oppressive/anti-racist practice mean to you? How do you practice it:
 - a) In a clinical context with clients?
 - b) With colleagues?
 - c) In supervision?
5. How do you navigate values around liberation/anti-oppressive/anti-racist practice and social justice while working within an agency that has a hierarchy and structure of power and needs to respond to issues such as ministry directives and funding outcomes?