



Make working for
The City work for you.



Anti-Racism Learning & Development Facilitator - AMENDMENT

If you are committed to public service, enjoy collaborating with others, share our values and have a desire to learn and grow, join [The City of Calgary](#). City employees deliver the services, run the programs and operate the facilities which make a difference in our community. We support work-life balance, promote physical and psychological safety, and offer competitive wages, pensions, and [benefits](#). Together we make Calgary a great place to make a living, a great place to make a life.

The City is committed to fostering a respectful, inclusive and equitable workplace which is representative of the community we serve. We welcome those who have demonstrated a commitment to upholding the values of equity, diversity, inclusion, anti-racism and reconciliation. Applications are encouraged from members of groups that are historically disadvantaged and underrepresented. Accommodations are available during the hiring process, upon request.

As an Anti-Racism Learning and Development Facilitator, you will be a key member of the Anti-Racism Program Team within the Community Strategies Business Unit. You will be responsible for facilitating training for all position levels in the organization and in the community. You will share and amplify educational tools and resources with employees and community partners to develop anti-racism competency and inform the delivery of racially equitable municipal services, programs and policies. Primary duties include:

- Co-facilitate anti-racism training and co-develop resources tailored for diverse internal and external audiences. Participate in intake discussions to scope learning needs of requestees to inform the development of customized training and learning objectives.
- Facilitate anti-racism learnings through the delivery of workshops, training, and supporting resource development; ensure learning opportunities are logistically organized and resourced appropriately.
- Inform the development of performance measurements and criteria by administering surveys, compiling results, recording participant feedback, assisting in analysis, and developing reports.
- Support the creation of learning opportunities and campaigns to raise awareness and promote anti-racism.
- Identify and incorporate practices around anti-racist safe spaces.
- Provide input on training methodologies and the priorities and allocation of resources for support of training.
- Collaborate with the management team to ensure the safety of staff and participants and participate in post-session debriefs.
- Inform the future development of training models and identify corporate risks and opportunities.

Qualifications

- A degree in Education, Social Sciences, or a related field and at least 2 years of related facilitation experience.
- A related training certification is required such as a Certified Training and Development Professional (CTDP) or Certified Training Practitioner (CTP) from the Institute for Performance and Learning Association.
- Lived experience as a member of an underrepresented community or experience working with and as an ally for persons from an underrepresented community group is also required.
- A valid Class 5 Driver's License (or provincial equivalent) and access to a personal vehicle for business purposes is an asset.
- A related facilitation certificate received through a Continuing Education program (e.g., IAP2) is an asset.
- Experience facilitating training and leading experiential learning opportunities for large and diverse groups with an advanced understanding of lived and living experiences, systemic racism, anti-racism, racial equity and intersectionality.
- Experience delivering anti-racism training and education (in-person and virtual) will be considered an asset.
- Success in this role requires the following:
 - Knowledge of anti-racism, systemic racism, racial equity, racial justice, and intersectionality.
 - Well-developed facilitation, communication, collaboration, conflict resolution, and consensus-building skills, as well as the ability to interpret and communicate complex information.

Working Conditions: Office environment with travel to various corporate and community locations as required. Potential exposure to difficult situations related to the materials taught (e.g., microaggressions, indirect trauma related to racial discrimination).

Pre-employment Requirements

- A security clearance and Vulnerable Sector Search (VSS) will be conducted.
- Applicants will be tested for appropriate skills.
- Successful applicants must provide proof of qualifications.

Union: CUPE Local 38
Position Type: 2 Temporary (up to 18 months)
Compensation: Pay Grade 10 \$41.28 – 55.18 per hour (2024 Rates)
Hours of work: Standard 35 hour work week
Audience: Internal/External
Amendment: Qualifications

Business Unit: Community Strategies
Location: 800 Macleod Trail SE
Days of Work: This position works a 5 day work week with 1 day off in a 3 week cycle.
Apply By: December 3, 2024
Job ID #: 310833

Apply online at www.calgary.ca/careers