Inclusion Alberta

Supporting children and adults with an intellectual disability for 60+ years

Job Title	Advocate
Reports to	Director of Advocacy

Inclusion Alberta, as a family advocacy organization, is committed to providing individuals with intellectual disabilities and their families with personalized advocacy that contributes to a meaningful and inclusive life.

Similarly, families and individuals with intellectual disabilities, including those with complex needs, require assistance in planning and securing an inclusive life. Building an inclusive life sometimes requires families and individuals with intellectual disabilities to access individualized funding through government to participate in community as a valued member.

The Advocate will work directly with individuals with intellectual disabilities and their families to navigate barriers to accessing support and services, with a particular focus on inclusive education advocacy in K – 12 public school systems. The Advocate will also collaborate with other government Ministries including Justice, Assisted Living and Social Services, and Alberta Health ministries including Acute Care and Recovery Alberta. In this role, Advocates help families to develop and articulate their vision of an inclusive life, foster collaborative relationships with various stakeholders, provide education about the legislative frameworks that guide public entitlements and families' rights and responsibilities in accessing them, and work to support families and individuals with intellectual disabilities to achieve inclusive lives.

Duties and Responsibilities: *This list is not conclusive; it is intended to summarize the primary duties and responsibilities. Staff may not be required to perform all duties listed and may be required to perform additional, position-specific tasks.*

- Support and Advocacy:
    - Assist families in understanding their rights and responsibilities.
    - Work with families to identify and articulate their vision for their family member with an intellectual disability.
    - Support families to navigate complex systems and developing strong advocacy skills.
    - Provide resources, information, and support to help families access community inclusion, including inclusive education, recreation, home and other facets of life across the lifespan.

    - Undertake informal processes to resolve advocacy issues and support families to access formal conflict resolution options such as appeals, administrative reviews, judicial reviews or Human Rights complaints as appropriate.

- Planning and Implementation:
    - Work directly with individuals and families to develop a vision for an inclusive life, including planning for adulthood and creating personalized action plans.
    - Support families in building networks that align with their inclusive vision and pursue community inclusion goals.

- Collaboration and Strategy:
    - Build positive and collaborative relationships with stakeholders to address access and quality issues.
    - Collaborate with colleagues and leadership to develop and implement effective advocacy strategies.
    - Track and report on emerging trends in advocacy and adjust strategies as needed.
- Network Development:
    - Develop and support networking opportunities for families committed to inclusion.
    - Build family knowledge and capacity to utilize available community resources.

- Legal and Self-Advocacy Support:
    - Provide guidance in legal navigation and awareness.
    - Contribute to the development of self-advocacy and family leadership capacities.
    - Reduce the legal vulnerability of individuals with intellectual disabilities and support them to understand and assert their rights.

Qualifications:

- Education and Experience:
    - University degree in a related field or equivalent experience.
    - Demonstrated commitment to inclusive education and community life for individuals with intellectual disabilities.
    - Experience in building positive relationships with families and systems.

- Skills:
    - Strong research skills, with experience understanding policy and legislation.
    - Excellent problem-solving, listening, and communication skills.
    - Strong analysis and problem-solving skills; the ability to work productively with diverse stakeholders.

    - Maturity, strong judgement, ability to prioritize competing responsibilities, strong time-management skills.

- Assets:
    - Direct experience in the education system.
    - Understanding of the coming changes to the AISH program; familiarity with
    - Knowledge of Family Support for Children with Disabilities (FSCD) and Persons with Developmental Disabilities (PDD) programs is an asset.

Working Conditions:

This role is based in the Inclusion Alberta office in Calgary, Alberta and will require some travel within Alberta, access to a reliable vehicle is required.

The position is a **one-year term position with the possibility of renewal, 40 hours per week,** with a salary commensurate with experience. Only candidates selected for interviews will be contacted. Competition closes when a suitable candidate is found.

Please forward your resume and cover letter as one file in PDF format with the subject line "Advocate" to Catherine Oakleaf, Director of Advocacy & Calgary Team Lead at coakleaf@inclusionalberta.org.

Inclusion Alberta is committed to being a welcoming, inclusive, diverse, respectful, and equitable workplace. *We welcome applications from all qualified persons and encourage women, First Nations, Métis and Inuit persons, members of visible minority groups, persons with disabilities, persons of all sexual orientations, gender identities and gender expressions to apply.*