**Department of Human Resources**

**OPSEU Job Description**

**Job Title:** Racial Identity Therapist

**Job Number:** A-404

**NOC:** 4153

**Band:** 10

**Department:** Counselling Centreor Student Affairs Durham

**Supervisor Title:** Director, Student Wellness Centre

**Last Reviewed:** September 17, 2020

**Job Purpose**

**The Racial Identity Therapist specialises in mental health and wellness matters related to the live experiences of Person of Color (POC) and communities.**

The Racial Identity Therapist promotes student development, success, and retention by engaging students in collaboratively designing a treatment plan, employing a comprehensive range of psycho-social and clinical interventions; and through the coordination of interdisciplinary and community supports. The goal is to promote student wellness through the provision of individual therapy, group therapy, crisis counselling, and clinical consultation. The Racial Identity Therapist will support students in developing improved personal and social effectiveness and enhance the student’s potential for academic success. In fulfilling the Centre’s mandate, the Racial Identity Therapist will foster community wellness through the provision of outreach educational programming and prevention activities geared to enhance the overall wellness of the campus learning environment.

This initiative follows the provisions of a special program and special employment as outlined by the Ontario Human Rights Commission: hrrp://www.phrc.on.ca/en/your-guide-special-prgrams-and-human-rights-code

**Key Activities**

1. *Assessments:* Conduct individual interviews to assess social, emotional, behavioural and psychological functioning, including suicide risk assessment, homicidal risk, and screening for mental status.
2. *Personal Counselling:* To use professional judgement, therapeutic techniques and recognised practice models to establish a therapeutic relationship, clarify and identify challenges, offer psychosocial education, and collaboratively develop plans and/or recommendations to assist in achieving therapeutic goals. Provide counselling services for POC individuals in accordance with and within an anti-oppressive framework
3. *Provide culturally sensitie counselling to international students, exchange students, and students who identify with a racial minority.* Deal effectively with persons of all races, nationalities, cultures, ages, and genders as well as persons of different sexual orientations and those with disabilities.
4. *Group Counselling:* To design, deliver, and evaluate process therapy groups to meet the identified clinical needs of the student population (i.e.: eating disorders, grief, queer identities, affect regulation, survivors, ACOA).
5. *Crisis Counselling:* To intervene in crisis situations (i.e.: attempted suicide, tragic death, sexual assault) by providing support and assistance through debriefing, supportive counselling and consultation.
6. *Prevention & Education:* To design, deliver, and evaluate workshops and presentations which promote a proactive and holistic approach to health & wellness (i.e.: relationships, life balance, interpersonal development; assertiveness, self-esteem).
7. *Consultation and Support:* To assist staff and/or faculty with specific questions and/or concerns about students with whom they work. For example, consultation might be sought for crisis prevention with a student known to be aggressive or disruptive, or for intervention strategies in supporting a suicidal student.
8. *Represent* the Department on University Committees, and the University on community organizations as needed.
9. *Documentation:* To complete thorough intake reports for all incoming clients. To keep accurate and up-to-date notes on each session for ongoing continuity of care and for legal purposes should the need arise.
10. *Privacy:*To ensure compliance with the Personal Health & Information Privacy Act (2004).

**Education**

Masters Degree in Psychology, Counselling Psychology, Social Work or related program.

**Experience Required**

* Three years of direct clinical experience and demonstrated competencies and knowledge of:

• Extensive experience with cross-cultural and diversity/sexual identity/equity issues, OR extensive experience in helping people in crisis states and the ability to apply this knowledge when counselling students.

Experience working with POC-identified students living with mental health issues, including but not limited to depression, anxiety, social relationships, eating disorders, self-injurious behavior, trauma, psychiatric diagnoses, difficult family dynamics, etc.;  
• Knowledge of, and sensitivity to, the life experiences and needs of POC-identified students;  
• Extensive knowledge of, and ability to collaborate and liaison with, POC students and campus organizations;  
• Experience with/lived experience of oppression, racism, homophobia, transphobia and/or ableism will be an asset;

* counselling theories and models of learning and development;
* ability to assess and manage crisis situations (ex. debriefing skills);
* unique issues facing university students and of the university culture;
* individual differences and diverse groups;
* current theoretical, professional, and practical developments in the areas of counselling psychology, psychopathology, counselling interventions and crisis counselling;
* Strong knowledge of both individual differences and diversity/equity issues. Familiarity with cultural and spiritual issues and values of the student population. Strong multicultural competencies, and an awareness of adjustment and identity issues in student life.
* Ethics and standards of professional practice.
* Member or eligibility for membership to a relevant professional association (i.e.: OCSWSSW; CCC; CPA).

**Responsibility for the Work of Others**

Direct Responsibility

* Therapist - Interns

Indirect Responsibility

* Peer Supervision

**Communication**

Requires tact & courtesy, exchange of information, explanation and interpretation, judgment and recommendations.

Internal:

* Counsel students experiencing emotional distress
* Consultation and training to faculty and staff
* Liaise with other University services

External:

* Community mental health collaterals
* Family members

**Motor/ Sensory Skills**

* Fine motor - Keyboarding
* Visual - Interpret/assess emotional state of students as expressed through visual cues
* Auditory - To interpret/assess emotional state of students as expressed through visual cues

**Effort**

Mental:

* Sustained attentions - Counselling requires a focus on the client to pay attention to both verbal and nonverbal communication
* Sustained concentration - Remain attentive and congruent with clients emotional state

Physical:

* Sitting - Counselling for 1 hour per student; keyboarding (i.e.: client documentation and communication)

**Working Conditions**

Psychological:

* Stress - Some students are facing psychological or emotional crisis and need professional advice, support and/or referral to other health agencies. Incumbent has no control over occurrence and dealing with a crisis situation can be very stressful.
* Fear - Some students can present as unstable, angry and confrontational.