

Employment Opportunity | Cultural Broker (Racialized Communities) – Justice Services

Position Title:	Cultural Broker (Racialized Communities) – Justice Services
Department:	Access to Justice Services
Reports to:	Manager, Justice Services
Terms of Work:	Full-time position 150 hours monthly
Wage:	\$27/hrs

Job Summary

As an integral part of TAYFFI's Access to Justice Unit working under the supervision of Manager, Justice Services the Cultural Broker (Racialized Communities) serves as a liaison between justice-involved individual and families across Saskatchewan racialized communities and justice system professionals.

Success in this role is contingent on the incumbent's ability to contribute to immediate, short-term, and long-term goals and objectives of TAYFFI demonstrated through positive attitude and willingness to be flexible to adapt to changing needs and "roll up shirtsleeves" to get the work done; maintains grace under pressure.

The incumbent must possess vast experience in facilitating access to cultural, linguistically, and developmentally responsive public legal education across Saskatchewan, with a focus on racialized, newcomer, and equity-denied communities. They must be skilled in facilitating communication and interpretation beyond literal translation and advocate for culturally congruent practices, and knowledgeable on intervention strategies that improve understanding, reduce disparities, and supports equitable access to justice for racialized individuals involved with the justice system.

Core Responsibilities

- **Systems Navigation:** Guiding racialized individuals 18+ navigating the justice system through complexity of legal systems to ensure they receive appropriate and culturally relevant support.
- **Cultural Mediation:** Explaining a client's cultural beliefs, traditions, and values to service providers to prevent misunderstandings and improve service delivery.
- **Language Interpretation:** Providing nuanced translation that conveys cultural context rather than just literal word-for-word interpretation.
- **Relationship Building:** Establishing trust and rapport between individuals and legal officials and agencies, especially in cases where historical trauma or distrust of authorities exists.
- **Advocacy:** Representing the client's needs and preferences within the human services system to ensure equitable treatment and outcomes.

Key Responsibilities

- i. Facilitate culturally relevant conversations with racialized individuals involved with the justice system and their families to help them understand how the justice system works and connect them to their preferred cultural/spiritual options to carry them through the process.
- ii. Reduce systemic barriers to justice through community-informed, culturally grounded, and prevention-oriented interventions.
- iii. Serve as cultural bridge between justice-involved individuals and justice system partners (law enforcement, attorneys, courts) at the navigation stage.
- iv. Coordinate culturally appropriate communication and interpretation assistance to help individuals navigating justice system clarify legal processes, expectations, etc.
- v. Accompany Racialized individuals actively involved with the justice system to legal appointments, interviews, and other psychosocial/behavioural assessment meetings to help them understand proceedings.
- vi. Deliver cultural humility workshops and tailored training for legal teams, assessors, police, court workers etc to help them better understand cultural nuances and intersectionality of the racialized individuals to reduce misunderstandings and biases.
- vii. Support clients during court appearances, meetings, and justice-related appointments when appropriate
- viii. Assist individuals actively involved in courts with referrals scheduling to relevant community-based services such as mental health care, cultural offerings, etc
- ix. Engage with individuals and their families in ways that align with cultural values and relevant legal community resources suited for their needs.
- x. Maintain accurate documentation and comply with confidentiality, ethical standards, and justice system protocols.
- xi. Participate in case staffing, interdisciplinary meetings, trainings, community outreach.
- xii. Perform other duties as assigned.

Work Environment

- Courts, legal offices, community centers, detention facilities, and field-based settings
- May involve exposure to emotionally intense situations
- Flexible schedule may include evenings or weekends
- Ability to work in secure environments
- Ability to communicate clearly in person and in writing
- Compliance with background checks and security protocols
- Availability to travel across Saskatchewan, including overnight stay where applicable.

Skills and Competencies

- ✓ Cultural humility and responsiveness
- ✓ Understanding of justice system processes and terminology
- ✓ Conflict resolution and de-escalation skills
- ✓ Ability to build trust with justice-involved individuals and system professionals.
- ✓ Strong organizational and documentation skills
- ✓ Ability to work collaboratively across intersectional organizations and communities

Required Qualifications and Personal Attributes

- **Education:** Bachelor's degree in social work, psychology, health sciences, criminal justice, or a related field
- **Year of work:** 3-5 years track record of work as a paraprofessional in the community; experience working within justice, legal, social service, or community-based systems.
- **Cultural Knowledge:** Deep, lived experience and understanding of racialized communities within Saskatchewan context.
- **Communication Proficiency:** Strong communication, advocacy, and interpersonal skills; bilingual or multilingual skills relevant to the population served.
- **Soft Skills:** High emotional intelligence, conflict resolution skills, and the ability to handle high-stress situations using a trauma-informed approach; ability to maintain professional boundaries and confidentiality in justice settings.
- **Training:** Evidence-based training or experience in cultural competency, restorative justice, trauma-informed care, or implicit bias awareness
- **Personal vehicle:** Must have personal vehicle and possess class 5 driver's license.

How To Apply: Resume and cover letter to be sent to the attention of the Nuru Nyoni, Manager – Justice Services, TAYFFI at info@trulyalivefoundation.org before close of business on Tuesday, October 27, 2026

NOTE: Only applicants shortlisted for interviews will be contacted.