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Saint Paul, MN 55114

**Position: Duluth and Northern MN Organizer**

**Number of Openings: 2**

**Reports To: Director of Policy & Organizing**

**Duration: May 2024–March 2025**

**Work Hours: 10–20 hrs/week, up to 400 hours total**

**Compensation: \$20/hr, contract, no benefits**

### Organization Description

OutFront Minnesota’s mission is to build power within Minnesota’s 2SLGBTQIA+ communities and address inequities through intersectional organizing, advocacy, education, and direct support services. We envision a safe and equitable world where all members of our communities are free to lead lives of opportunity, autonomy, and full self-expression.

### Job Description

As a Duluth and Northern MN Organizer you will report to our Policy & Organizing team to support our work advancing LGBTQ+ equity in the Duluth Area and the northwestern counties of Minnesota. The primary scope of work will include creating more connectedness among trans communities, area organizers, and other nonprofit organizations in Duluth. Work in this role will primarily be in-person but will also include some remote work; including door-knocking, event support, phone- and text-banking, and other engagement activities. Scheduling and weekly hours will be variable, and are expected to fall on an average of 10-20 hours/week (up to a maximum of 400 hours worked). Scheduling will be flexible but is expected to include evening and weekend work as needed. Organizers will gain valuable experience in policy and organizing skills, and build connections with our team and partners.

### Primary Job Responsibilities

- Community Organizing (35%)
- Voter registration, pledging, and education (30%)
- Community event support (15%)
- Relationship building with public and private stakeholders around core policies (15%)
- Other duties as assigned (5%)

## Qualifications

- A passion for LGBTQ+ equity work
- Must have a cell phone, reliable WiFi access for virtual meetings and work, and have reliable access to transportation; including potential to travel outside the Duluth-metro area.
- Familiarity and/or existing professional relationships within the Duluth region; particularly with BIPOC communities, local government, social services, and community organizing.
- Effective and persuasive communicator and an ability to work collaboratively in a small team environment
- Direct experience in community engagement, political organizing, or other related work preferred.

Two organizer positions are currently open; applications will be accepted until filled. OutFront will compensate organizers at \$20/hr.

## How to Apply

- Resume (emphasizing prior organizing experience), cover letter, two professional references
- Application Contact: Karlton Laster, Director of Policy & Organizing, [karlton@outfront.org](mailto:karlton@outfront.org)
- Deadline: Applications considered until roles filled

## Anti-Racism Expectations

- Abide by and lead organization-wide efforts to incorporate anti-racism principles and cultural competency into all aspects of work.
- Lead in developing and growing an anti-racist culture within the department.
- Lead workplace and local community organizing equity and justice through open sharing of personal anti-racist ideologies and commitments.
- Offer consideration towards racial inequity, injustice, and historical trauma when working with BIPOC staff and leaders.

OutFront Minnesota is deeply committed to intersectional practices and the work of social, racial, gender, and economic justice. We strongly encourage persons of color, women, trans folks, queer people, people with disabilities, and those who are unemployed or underemployed to apply. If you have any accessibility needs please reach out and OutFront will ensure reasonable accommodations are provided throughout the employment process.

