



Are you interested in putting your talent to work for LGBTQ+ equity and justice at OutFront Minnesota? We're looking for a motivated critical thinker to join OutFront Minnesota's engaging and inspiring team as the Community Advocacy and Training Specialist. The right candidate will join a dedicated, passionate staff and board who are deeply committed to making Minnesota a state that is equitable and affirming for all LGBTQ+ people. OutFront has a respectful and collaborative work environment, where excellence, continuous learning, and creativity are highly valued.

Position	Community Advocacy and Training Specialist
Work Hours	Full-Time, Exempt; including some evenings and weekends
Salary	\$50,000 with healthcare, dental/vision options, vacation, and other benefits
Reports To	Anti-Violence Program Director

Organization Background

OutFront Minnesota is the state's largest organization advocating for and serving lesbian, gay, bisexual, transgender, and queer (LGBTQ+) Minnesotans. Founded in 1987, OutFront Minnesota's mission is to create a state where LGBTQ+ people are free to be who they are, love who they love, and live without fear of violence, harassment, or discrimination. OutFront is leading Minnesota toward LGBTQ+ equity through a combination of public policy, community education, direct service, organizing, and policy advocacy. The overall goals of our work are to: (1) strengthen the movement for LGBTQ+ equity; (2) develop leaders who can organize others to work toward LGBTQ+ liberation; (3) win over the hearts and minds of Minnesotans.

Job Summary:

OutFront Minnesota's Anti-Violence Program (AVP) is a broad-based effort to end violence and harassment against and within LGBTQ+ communities in Minnesota. We work in collaboration with survivors and community members to build safety and power - as well as opportunities for support and healing - through the provision of crisis intervention services, systems advocacy, peer counseling, community education, and outreach. We strive to be victim/survivor-centered and trauma informed in all of our service provision and advocacy.

OutFront Minnesota is working to make equity for LGBTQ+ people a reality in our state. The AVP Community Advocacy and Training Specialist reports to the Program Director and plays a critical role in the success of the organization. This AVP staff member will; educate statewide service providers on LGBTQ+ inclusivity; provide direct support to LGBTQ+ victims/survivors of violence; and build relationships with partners/networks also involved in anti-violence work.

**Responsibilities:**

The primary role of this position will be to develop curriculum and train service providers, organizations and businesses on LGBTQ+ inclusivity across Minnesota. These trainings' will include anything from working with domestic violence shelters on inclusivity to working with businesses that are working to create inclusive environments for LGBTQ+ employees. The individual in this position will uplift the program's mission to build a better Minnesota for LGBTQ+ victims/survivors of violence in Minnesota. Additionally the position will uphold the program's anti-racist and anti-oppressive frameworks while providing exceptional, intersectional direct service work with clients experiencing violence.

The Community Advocacy and Training Specialist will also be responsible for the following tasks/duties:

- Conduct trainings on LGBTQ+ inclusion in various service environments (statewide)
- Enhance current training curriculum and develop new/relevant curriculum as it relates to the trainings' being provided
- Act as an advocate for individuals experiencing intimate partner violence, sexual violence, and hate/bias violence in a variety of different settings (courthouse, hospital, etc.), in-person and over the phone
- Staff the help line in rotation with other AVP staff
- Provide actively trauma informed, LGBTQ+ inclusive, and anti-racist services to clients
- Participate in OutFront's annual fundraisers and events

Required Qualifications

- Ability to create, facilitate and provide trainings' on LGBTQ+ inclusivity
- Experience working with LGBTQ+ crime victims/survivors with intersecting identities, and knowledge of the many barriers they face in accessing services and support
- Excellent organizational abilities, self-initiative, and attention to detail
- Excellent communication skills, both oral and written
- Completion of the Minnesota 40-hour sexual assault/advocacy training

Preferred Qualifications

- Experience developing curriculum and providing training to small and large groups of people
- Positive work ethic, including willingness and ability to allow for a flexible schedule in regards to engaging in on-call after-work hours to respond to emergencies, provide backup support for advocates, and cover advocate shifts as necessary
- Ability to work individually in a self-directed manner and as part of a team
- Willingness and ability to work with people of all ages from a variety of racial, cultural, and economic backgrounds with various lifestyles and sexual orientations



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 and the organization alike
- Encourage staff participation/offer guidance in maintaining anti-racist practice to partner organizations
- Lead workplace and local community towards equity through open sharing of personal anti-racist ideologies and commitments
- Offer consideration towards racial inequity, injustice, and historical trauma when working with staff of color

Healthcare, vacation, and other benefits are offered to all full time employees.

QTPOC are strongly encouraged to apply.

To apply, upload a resume and cover letter [here](#), application materials submitted outside this form will not be considered.

Application link: <https://forms.gle/qknUFXHRU9YL4Ki18>