



## **School Equity Coordinator**

**Reports To:** Executive Director and Staff

**Work Hours:** Full-Time, Exempt; often including evenings and weekends with frequent travel around Minnesota

\*\*During COVID-19 our staff has been working full time remotely from home, and we will reevaluate returning to the office and reengaging in travel opportunities when it is safe to do so.\*\*

### **The Organization:**

OutFront Minnesota was founded in August 1987 and since that time, has been the catalyst for an expansive statewide network of leaders who work for equity and organize for liberation and justice. OutFront's mission is to create a state where lesbian, gay, bisexual, transgender and queer (LGBTQ+) people are free to be who they are, love who they love, and live without fear of violence, harassment, or discrimination. In our effort to make our state a place where all people are valued, we engage in community education, direct service, organizing, activism and policy advocacy.

OutFront is currently in the process of restructuring to ensure that we address and eradicate white supremacy within our organization. This involves creating systems of accountability, and changing the ways power dynamics play out within our organization. We are looking for a candidate that will be eager to engage in this work with us.

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's collaborative work environment is informed by an anti-racist and economic justice framework.

### **The Position:**

OutFront Minnesota's School Equity Coordinator's priorities:

- Work with the Minnesota Department of Education, school boards, legislators and community partners to provide guidance for school staff on best policies and practices for supporting LGBTQ+ youth.
- Create and support a statewide network of LGBTQ+ teachers and school staff.
- Build and maintain supportive relationships with school staff and school board members.



- Organize youth, parents, community members, and other members of the education system to engage with school boards and legislators to advance LGBTQ+ equity in partnership with other OutFront staff.
- Create a professional development program and curriculum on LGBTQ+ inclusion for educators, with differentiated curriculum for school administrators, teachers, school counselors, social workers, and other school staff.
- Coordinate and deliver a variety of professional development trainings for educators on the strengths, needs, and concerns of LGBTQ+ students.
- Provide technical assistance and networking opportunities for GSA advisors.
- Work with community partners to build the capacity of this educator professional development program.
- Support OutFront's youth leadership development efforts and include youth as facilitators and presenters during professional development trainings.
- Supervise interns working in the Educational Equity Department.
- Organize Day-Long Teacher Training Track and evaluation of annual Youth Summit event.
- Create and implement one to two department fundraising events throughout the year.
- Assist in the planning and implementation of events such as Lobby Day, Pride, and the Gala as needed.
- Assist in fundraising efforts for the organization and participate in organizing and outreach work for the organization.

**Skills or Qualifications:**

- Three or more years of experience working with young people and/or educators as a teacher, organizer, mentor, or advocate
- Knowledge of schools and school systems
- Knowledge of issues impacting LGBTQ+ youth (Grades K-12) and the broader LGBTQ+ community
- Demonstrated commitment and ability to work well within and outside the LGBTQ+ community
- Experience with training and curriculum development
- Excellent public speaking, written communication, and facilitation skills
- Ability to take initiative, work independently, and collaborate with a team
- Willingness to take risks, come up with creative solutions, challenge self to grow as an educator and leader, and motivate others to do the same
- Motivation to work for justice and equity in schools as well as the broader community
- Strong prioritization, organization, problem solving, and decision-making skills



- Task-oriented with the ability to manage multiple tasks and balance fluctuating workload
- Proven competence as a database user
- Strong commitment to equity for LGBTQ+ people including people of color, trans and non-binary people, people with disabilities, youth, elders, and women
- Proven ability and desire to work across differences such as race, gender, ethnicity, age, and other aspects of identity
- Friendly, positive, and team-oriented
- Experience as a classroom teacher or work leading youth leadership development preferred

**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
- Encourage staff participation/offer guidance in maintaining anti-racist practice to partner organizations
- Lead workplace and local community towards 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

**Details:**

Please submit your cover letter and resume to [jobs@outfront.org](mailto:jobs@outfront.org). Include "School Equity Coordinator" in your subject line. Interviews will be scheduled on a rolling basis and this position will be open until filled. Interviews will be conducted via video call. Applications submitted by 9/3/20 will be given priority consideration.

Compensation is \$45,000-\$55,000 as well as a retirement plan, paid vacation, and benefits. This is a full-time position with varied weekend and evening requirements as well as frequent travel around the state of Minnesota. \*\*DURING COVID-19 our staff has been working full time remotely from home, and we will reevaluate returning to the office and reengaging in travel opportunities when it is safe to do so.\*\*

OutFront Minnesota is deeply committed to social, racial, gender, and economic justice. We strongly encourage persons of color, women, trans folks, queer people, and those who are unemployed or underemployed to apply.