



**Position | Youth Advocate**

Work Hours | Full-Time, Exempt; including some evenings and weekends  
Salary | \$40,000 with healthcare, dental/vision options, vacation, and other benefits  
Reports To | Director of Educational Equity (D.E.E.)

**Educational Equity Program Summary**

Educational Equity means finding what every student needs to be successful - academically, socio-emotionally, and everything-in-between- and getting it for them. The process is complex, dynamic, and on-going: owning flaws and biases, engaging in courageous conversations to challenge prejudice and discrimination, creating environments where students feel safe to share what they need, and breaking down any systems that are creating barriers.

- We believe that the students who feel seen and celebrated are the ones who will find success.
- We support schools to create environments where humans can feel safe, respected, and valued.
- We aim to decrease intersectional inequity and increase LGBTQ+ inclusivity in classrooms, schools, districts, and youth organizations.
- We provide support to LGBTQ+ youth, educators, and allies; teach concrete educational strategies in order to increase educational equity; facilitate self-reflection; and assist with policy changes.
- We build leadership skills in youth and teach them that their voices matter.

**Duties**

- Co-Facilitate OutFront’s Leadership Council (includes: co-planning and co-running meetings, co-planning trainings and events, teaching advocacy and leadership skills, collaborating with other LGBTQ+ Youth Leadership Groups, partnering with OutFront’s Organizing and Policy Program team, preparing youth to give trainings, etc.)
- Support, train, and host meetings and events for LGBTQ+ youth
- Youth Education (e.g., teach all youth how to increase LGBTQ+ inclusivity in their schools)
- Present LGBTQ+ 101 & Intersectional Equity Training to Youth Service Providers (and other audiences as needed)
- Train & support GSA/SAGA Advisors & Students
- Other duties as assigned (including, but not limited to: tracking completed work and trainings; assisting with grants; and participating and providing support for additional OutFront outreach work, events, and fundraising; etc.)

**Qualifications**

- Three years of youth development work (minimum) and experience in building leadership and advocacy capacity and agency in youth
- Experience developing and teaching professional trainings that prioritize participant engagement, skill building, and inclusivity
- Effective communication skills (verbal and written), strong organizational abilities, and attention to detail
- Ability and desire to self-reflect, take feedback, and improve (e.g., self-motivated and self-monitoring)
- Demonstrated flexibility, consistency, and ability to work as a team player (i.e., desire to learn from and with others)

To apply: Please send a cover letter and resume to [jobs@outfront.org](mailto:jobs@outfront.org) by 12/6/19.

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