



## We All Belong AmeriCorps\* State Program

Hosted by the City of Burlington's Community and Economic Development Office

Vermont's population is becoming more diverse and reflective of a global citizenry. The We All Belong Program works with Burlington area non-profits, schools and city departments to help **create inclusive workplaces** and to offer more culturally competent **services, events and programming** for Burlington's increasingly diverse community. The City of Burlington seeks to address issues of race and gender inequity by making organizational shifts in programs and services. AmeriCorps\* State members support these shifts by serving with a participating agency as a full or part-time volunteer.

**City of Burlington Department of Parks, Recreation and Waterfront**    **Deadline: Open until filled**  
**Position Title: Diversity, Accessibility and Outreach Coordinator**    **Part Time**

### Description and Key Responsibilities:

The Diversity, Accessibility and Outreach Coordinator will support the BPRW garden program, strengthening accessing and developing stronger relationships between program leaders and participants. The Coordinator will improve community relationships and assist in the development of a more inclusive service delivery model for the Burlington Area Community Garden (BACG) program

#### Key Responsibilities:

- **Nuture and develop cross cultural relationships** between gardeners, garden leaders and volunteers
- **Lead and facilitate** meetings between gardeners and garden leaders
- **Organize outreach** events and meetings in collaboration with Community Partners (Association of Africans Living in Vermont, Visiting Nurse Association Family Room, Vermont Community Garden Network, and others)
- **Inventory existing outreach methods** and help identify any barriers that exist to community members participating in the BACG Program.
- **Create culturally competent outreach** methods to targeted populations and assist in the development of a more inclusive service delivery model for the BACG program
- **Participate** in Garden Advisory Board Meetings
- **Assist** with training and development of volunteers.
- **Provide advocacy** and customer service to underserved members of the garden program.
- **Provide assistance** and mentoring for volunteers during the adaptation of the policies and operational practices of the community garden program.

#### Skills and Qualifications

- **Knowledge** of Burlington's ethnic and cultural diversity is necessary
- **Direct:** Experience working with people from diverse backgrounds
- **Experience supporting** outdoor programming or gardening
- **Creativity and innovation:** ability to see opportunities and develop new approaches for organizing across difference
- **Self direction:** ability to take initiative and be self-sufficient

- **Communications:** skilled in speaking directly but sensitively about issues of race, class, gender, sexuality, and other aspects of diversity and oppression within an institutional framework
- **Collaborative spirit:** ability to lead and work as an integral part of a team of energetic and committed people
- **Commitment:** to addressing dynamics of power, privilege and oppression on an individual and institutional level
- **Education level:** no specific educational degree is required

Half Time AmeriCorps positions are 900 hours of service from September 2015 thru August 2016. Member benefits include a \$6,641 living allowance and a \$2,865 Education Award (upon successful completion of service) that may be used for qualified educational expenses or payment of qualifying student loans. We All Belong AmeriCorps\* members join a team of up to 20 other members, each serving in agencies and organizations across the Burlington, VT area.

If you need an accommodation please call 802-865-7516 or for more information on the program see our website:

<http://www.burlingtonvt.gov/CEDO/AmeriCorpsState-Program>

### **How to Apply**

Send a resume, cover letter and two (2) references to Marcella Gange, Program Director. **Please send as one PDF document with email subject line listing the position title to [weallbelongvt@gmail.com](mailto:weallbelongvt@gmail.com)**