



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.

**Position Title: Diversity and Equity Advisor and Multicultural Youth Program Support Full Time Position
Spectrum Youth and Family Services**

Description and Key Responsibilities:

Founded in 1970 as a community shelter for runaway youth, Spectrum's mission is to empower teenagers, young adults, and their families to make and sustain positive changes through life skills services. Spectrum is nationally recognized for providing youth with high quality, effective supportive housing; educational and vocational training; healthcare; mentoring; and counseling for substance abuse, mental health, family, and life issues. Across all programs, Spectrum serves about 2,000 people each year.

A new program has recently been developed at Spectrum, the Multicultural Youth Program. It is specifically directed to connect with, empower and support a multicultural youth in the Burlington area.

The AmeriCorps member will primarily focus on creating and implementing key initiatives in terms of developing cultural competency at an organizational and interpersonal level. The member will also serve as a support to the newly-formed Multicultural Youth Program.

Responsibilities will include:

Serving on and actively working with the Diversity and Equity Team

Developing and implementing an organizational assessment

Support the design of a multi-year action plan to implement change within Spectrum.

Explore cultural competency tools and examples of diversity and equity initiatives

Research tools, resources, and examples that help advance issues of racial justice locally

Facilitate dialogue about race, culture, social justice and how to bring theory into practice

Promote a better understanding between individual bias and systemic racism

Encourage collaboration, trust and connectedness within Spectrum staff and clients

Support the development and operation of the Multi-Cultural Youth Program

Skills and Qualifications :

Knowledge about the community's ethnic and cultural diversity is necessary

Strong communication and interpersonal skills

Creativity and innovation: ability to see opportunities and develop new approaches for organizing across difference

Collaborative spirit: ability to lead and work as an integral part of a team of energetic and committed people

Self direction: ability to take initiative and be self-sufficient enthusiastic leader of change

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

Cohesive value system that includes a nonjudgmental attitude regarding reproductive choice, parenting options and substance abusing clients

Displays a caring, responsive, and respectful attitude towards others.

Commitment to addressing dynamics of power, privilege and oppression on an individual and institutional level

Skilled at holding space for multiple perspectives and experiences in diverse settings such as one-on-one meetings and large multi-disciplinary team meetings and be a

Self-reflective, critical thinker, interested in giving and receiving feedback in the interests of professional growth and learning.

Experience with Community Youth Work

Full Time AmeriCorps positions are 1700 hours of service from September 2015 thru August 2016. Member benefits include a \$12,530 living allowance and a \$5,730 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**