

# We All Belong AmeriCorps\* State Program

Community and Economic Development Office  
Burlington, Vermont

## Creating a more welcoming, inclusive community

Vermont’s population is becoming more diverse and reflective of a global citizenry. The WAB program works with Burlington-area non-profits and City departments to help create inclusive workplaces and offer more culturally competent services and programs.



## About the WAB AmeriCorps\* Program

The goal of the WAB Program is to provide the tools and resources for organizations to create more inclusive workplaces and better serve our diversifying community. The program supports cultural competency knowledge, skills, and awareness of staff and board members within participating organizations to transform the organization into a more inclusive community partner.

CEDO's We All Belong AmeriCorps\*State program is your chance to put your ideas into action while learning new skills and making new connections. Serve as an AmeriCorps member in one of up to 20 local organizations participating in the We All Belong program committed to creating a more welcoming and inclusive community. You can play a catalyzing role in a larger change process.

Though not expected to be an expert on diversity and equity topics, the AmeriCorps members work on specific projects to help the organization achieve their equity goals. As a member of the We All Belong AmeriCorps\*State Program, you would get an immersion as diversity practitioner.

## Currently Seeking

- Dedicated** Social Justice advocate with a focus on community organizing
- Experienced** To facilitate and inform organization cultural competency work
- Awareness** On a wide array of issues such as gender and racial imbalance in workplace
- Creative** Ability to see opportunities and develop new approaches
- Collaborative** Ability to lead and work as an integral part of a team

“We must put the effort necessary to create an equitable and inclusive city and state, free of racism and all other forms of inequalities, prejudices, and oppressions” -former AmeriCorps member

## AmeriCorps Member Training and Skill-Building

Throughout the service year members participate in training and skill-building opportunities sponsored by the We All Belong Program:

- Strategic planning for change
- Engaged decision making
- Cross-cultural communication
- Professional learning community

AmeriCorps members will play an active role in defining their own training and learning objectives both professionally and personally.

**A working definition of Cultural Competence:** a developmental process that evolves over an extended period of time and work in order to develop:

- Values and principles which connect to policies and structures that enable effective cross-cultural work
- Capacity to value diversity, conduct self-assessment, manage dynamics of difference, learn about and institutionalize cultural knowledge
- Capacity to recognize and understand the impact and influence of personal and institutional dynamics of power and privilege

### We All Belong Host Agencies 2014-2015

City of Burlington  
Community and Economic  
Development Office  
Human Resources Department  
Parks and Recreation  
Burlington City Arts  
Burlington School District  
The Greater Burlington YMCA  
The Peace and Justice Center  
The Vermont Center for Crime  
Victim Services  
Dress for Success, Burlington  
ReSOURCE  
Champlain Valley Office of  
Economic Opportunity, Mobile  
Home Program  
Visiting Nurse Association of  
Chittenden and Grand Isle  
Counties  
Northeast Organic Farming  
Association  
Burlington Housing Authority  
HOPE Works  
Vermont Legal Aid  
Winooski Family Network  
King Street Center  
Sara Holbrook Center

## How to Apply

Please send as one PDF document with email subject line as “AmeriCorps Application.”

Interested applicants should submit a resume, cover letter, and two references to [weallbelongvt@gmail.com](mailto:weallbelongvt@gmail.com)

All qualified applicants will go through a cultural competency screening and an additional interview(s) conducted by host agencies.

If you need an accommodation to apply, please contact [weallbelongvt@gmail.com](mailto:weallbelongvt@gmail.com) or (802) 865-7516



## AmeriCorps Member Cultural Competency Screening & Interview Process

### Cultural Competency Screening

All applicants will go through a Cultural Competency screening. The screening consists of questions geared toward evaluating...

- Experience connecting with diverse constituents and clients in a professional setting.
- Active and ongoing participation in diversity or cultural competence training or classes.
- Direct hands-on experience working in teams with people from diverse backgrounds.
- Commitment to addressing dynamics of power, privilege, and oppression on both individual and institutional levels.

We ask that you be prepared to share specific examples of...

- How your background or personal experiences have prepared you to support organizations to become more culturally competent.
- How you have created a more welcoming and inclusive environment at work, school, in the community, etc.
- How you see working in an environment of people who identify within the norm (white, middle-class, etc. – not representative of the communities they are serving) can be challenging, and how you have taken initiative in the past to meet such challenges.
- How you would or have responded to a coworker who made an insensitive or discriminatory remark, how you reacted, and how you followed-up.
- How you define diversity.
- How you would or have located resources in the community, especially those that are not always accessible or visible to those that need them.
- What you are going to do within the next couple years to further your development in cultural competency.

### Interviews

After your Cultural Competency screening, you may be recommended / invited to an interview by the host site(s) you are interested in. These interviews will be more traditional in the sense that you are interviewing for a specific position that requires specific skill sets at each participating host site.

# AmeriCorps Member Benefits

**Term of Service and Living Allowance:** Full-time members serve 1,700 hours, part-time members serve 900 hours, and quarter-time members serve 450 hours, spread out over 3-11 months. Members will serve beginning September, 2015 completing service by August 31, 2016. The living allowance amount is paid bi-weekly and amount depends on the term of service established in the Member Service Agreement. Federal and state tax and FICA will be deducted from living allowance payments.



**Education Award:** Upon successful completion of service members receive an Education Award that may be used for qualified educational expenses or payment of qualifying student loans. The Education Award is taxable and members will be responsible for paying taxes on the Award in the year that it is used.

Time Commitment	Service Hours	Stipend 2015	Education Award 2015
Full time	1,700 hours	\$12,530	\$5,730
Half time	900 hours	\$6,641	\$2,865
Quarter time	450 hours	\$3,258	\$1,515

**Loan Forbearance:** Members may be eligible to place qualified student loans into a “Forbearance based on national service.” A forbearance based on national service does not count against the 3-year postponement time limits, and most or all of the interest that accrues while you are in service will be paid by the National Service Trust.

Some examples of Qualified Loans include the following: Federal Family Education Loans, Subsidized and Unsubsidized Stafford Loans, Supplemental Loans to Students (SLS), Federal Consolidated Loans, Guaranteed Student Loans (predecessor to Stafford Loans), Federally Insured Student Loans (FISL), and William D. Ford Federal Direct Loans. If you are unsure about what type of loan you have, check with your lender. Please note that Perkins Loans and loans issued by a state agency are not covered by the forbearance for national service requirement. If you have these types of loans, ask your lender whether it voluntarily will place the loans into a forbearance based on national service. If not, check out the other postponement options available (i.e., other types of forbearance or deferment).

If qualified loans are in default, then the lender is not required to place the loans into a forbearance based on national service. Contact your lender anyway to see if you can bring the loans out of default and make them eligible for a forbearance based on national service. If you are thinking about consolidating loans, please note that only loans consolidated through a title IV federal consolidation loan (Federal Direct Consolidation Loan) will be eligible to be put into forbearance based on national service. Loans consolidated through private lender will not be eligible for a forbearance based on national service. You can find information about Federal Direct Consolidation Loans at <http://www.loanconsolidation.ed.gov/>.

**Health Care Coverage:** The program provides health care coverage to full-time members who do not have adequate health coverage at the time of enrollment or who lose coverage due to participation in the program. Basic health care coverage is currently offered to AmeriCorps members through NASCC. Minimum health care benefits under the NASCC policy include: physical services for illness or injury; prescription drugs; hospital room and board; mental or nervous conditions (may be limited); emergency room care; substance abuse (may be limited); and x-ray and laboratory costs.

**Prohibited Activities:** AmeriCorps is a federally funded, nonpartisan program. Members build community and are role models of civic engagement. As such, they must maintain neutrality to ensure that youth and adult community members have access to the activities they develop and therefore the following activities are prohibited during service hours: lobbying, protests, union activity, religious proselytizing, voter registration, and partisan political activity.

**Eligibility:** To qualify for AmeriCorps\*State position, you must be a United States citizen, United States national or lawful permanent resident of the United States and at least 17 years of age.