

Community Equity Advocate
Rainbow Center
2215 Pacific Ave., Tacoma, WA

GENERAL DESCRIPTION:

Rainbow Center (RC) was established in 1997 with the goal of providing a safe resource referral and gathering space for the gay, lesbian, bisexual, transgender, queer, questioning and allied community. That mission is just as pertinent now as it was then. In the community we provide education resources, act as advocates, and work to celebrate our unique histories.

As a community center, RC provides outreach and education on LGBTQ cultural competency, advocacy services for victims of crimes, and volunteer opportunities. We also provide meeting space for more than 11 community partners and host the annual Tacoma Pride Festival.

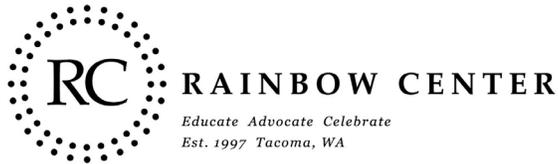
Over 100 people from all different backgrounds make use of RC on a weekly basis, with visitors predominantly from Pierce, King, Kitsap, and Thurston counties. Please look online for more information www.rainbowcntr.org.

Rainbow Center is a proudly queer, anti-racist, affirmative action employer. Our commitment is to provide and sustain an inclusive and diverse work environment that reflects the community we serve. All employment decisions at Rainbow Center are based on community needs, job requirements, and individual qualifications. People of color and members of the LGBTQ community are strongly encouraged to apply.

SCOPE OF WORK:

The Community Equity Advocate, under the supervision of Rainbow Center's Executive Director, is responsible for the advocacy efforts at Rainbow Center, with a 25% particular focus on LGBTQ, racial, ethnic, and immigration justice, and 75% focus on advocacy for victims of crime that request assistance at RC. Among the activities related to this position are:

- Provide a wide range of advocacy services to the community, including doing intakes, coordination of referrals and services for housing, employment, mental and/or physical health (including transition-related health), emergency funds for victims of crime, transportation vouchers, and other needs as they are presented. Programming and services occur both at RC and in the wider community.
- Offer support and advocacy services to people who identify with the LGBTQ community, with a particular focus on equity for people from non-dominant racial, ethnic and national backgrounds.
- Create and lead workshops and trainings related to intersectional identity, self-advocacy, crime prevention, and navigation of support systems, with an emphasis on supporting members of underrepresented communities.
- Collect data and submit regular reports to the state and assist in departmental budget oversight.



- Attend meetings or intakes with community members at other organizations, such as the YWCA or PCAF. May include court appearances and hearings.
- Represent Rainbow Center at a variety of functions and events around Pierce County to raise awareness and increase knowledge of services available.
- Initiate and maintain collaborative relationships with schools, law enforcement, LGBTQ-oriented organizations, and other community service organizations on policy development and referrals to keep the LGBTQ community safe and ensure culturally-appropriate responses.
- In the first year of employment, complete at least 40 hours of specific required training.

The Community Equity Advocate is also responsible for the following activities directed related to the general operation of RC:

- As part of RC staff team, model and maintain a safe and respectful environment during center drop-in hours and ensure that RC visitors and volunteers are welcomed and cared for and follow established rules and boundaries.
- Respond to inquiries, phone calls, and e-mail in a timely and responsive manner.
- Participate in various activities and meetings, including weekly staff meetings.
- Provide staff support and attend Tacoma Pride Festival and the Black & White Gayla.
- Other duties as assigned.

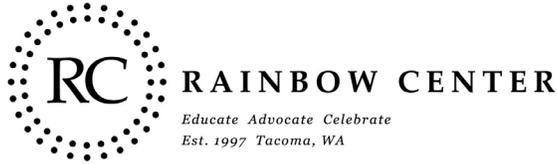
QUALIFICATIONS:

Required

- Bachelor's degree in a related area such as social work, psychology, education, nursing, human services, etc.: equivalent work experience may be considered.
- Bilingual, fluent in Spanish and English.
- Able to pass a Washington State Patrol background check.

Preferred

- Certificate from 30 hour Core Advocacy training (for example: Pierce County Sexual Assault Prevention Training or YWCA's Domestic Violence Advocate Training) or the ability to complete within the first month of employment.
- Demonstrated experience, ability and desire to successfully work with LGBTQ community of varying socioeconomic classes, identities, and racial/ethnic backgrounds.
- Experience working with people living houseless and/or needing mental health supports.
- Thorough knowledge of resources in Pierce County.
- Demonstrated experience providing direct services to people in need/victims of crime.
- Ability to navigate bureaucratic systems and effectively advocate for LGBTQ people.
- Working knowledge and experience with the transgender community
- Proven crisis intervention and safety planning experience.
- Excellent written and verbal communication skills.



- Ability to work independently and with limited supervision.
- Ability to work as a team member.
- Proficiency in Microsoft Office and Google Drive (including Gmail, Google Docs, etc).
- Current Driver's License, insurance, and access to a reliable vehicle.

HOURS OF WORK:

40 hours per week, including some evening and weekend hours. Attendance at evening meetings, supervision for walk-in hours, and outreach work are key components of this position.

SALARY & BENEFITS:

\$17 - \$20 hourly depending on applicable experience. Benefits include eleven paid holidays, paid time off, health, vision, and dental plan.

POSITION REPORTS TO: Rainbow Center Executive Director

TO APPLY, SEND COVER LETTER AND RESUME TO:

Jennafer Price Cargill
Rainbow Center
2215 Pacific Ave.
Tacoma, WA 98402

Or email to: employment@rainbowcntr.org. Write "Community Equity Advocate position" in the subject line. To ensure consideration, provide both a Cover Letter and Resume. Submissions without both items will not be considered.

Applications will be reviewed as they are submitted and only applicants with the required qualifications will be contacted for follow up. Position will remain open until filled. LGBTQ people, people of color, people with disabilities, people with alternative immigration status, and other underrepresented communities are especially encouraged to apply.

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Candidates for employment at Rainbow Center (RC) should be aware that this is a unique work environment in which topics of sexuality, sexual orientation, and gender identity are an integral part of our day to day community interactions. Individuals who are uncomfortable with such topics, discussions, and the occasional related graphic representations may choose not to work at RC.