



BIPOC ENGAGEMENT COORDINATOR

(BIPOC: Black, Indigenous, people of colour. This also includes newcomers, immigrants, and/or otherwise racialized people)

Application deadline is March 15th, 2021 at 8:00pm.

Organizational Information & Mission:

The Youth Project is a youth driven, non-profit charitable organization dedicated to supporting 2SLGBTQIA+ (*Two Spirit, Lesbian, gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual* +) youth in the province. The Youth Project's mission is to make Nova Scotia a safer, healthier, and happier place for 2SLGBTQIA+ youth through support, education, resource expansion and community engagement. The Youth Project is a multi-service organization hosting an education team, programming team, and support services worker with an aim to further the inclusion and wellness of 2SLGBTQIA+ under the age of 25, foster 2SLGBTQIA+ knowledge exchange and training, increase access to public services, and provide social and cultural programs/services/celebrations for 2SLGBTQIA+ youth and their communities.

Information About The Position:

We are currently seeking a passionate and creative **BIPOC Engagement Coordinator**. Based out of our Kjiptuk (halifax) office, the position is made possible through our WaGE Grant and is a year and a half contract with possibility of renewal. **This position is 30 hours a week and is paid \$20.00/hour.**

Our WaGE Grant Project is called *Resilient Passage* and is specifically about centering anti-oppression and anti-racism while addressing barriers to youth accessing 2SLGBTQIA+ resources. This role will work to design and develop culturally relevant and representative resources, strengthen collaboration within 2SLGBTQIA+ health and

wellness services provincially, and offer engaging and supportive programming to 2SQTBIPOC youth. The founding principles of the project are Collaborative Community Consultation and Engagement, Strategic Reimagination, and Advancing Representation and Resources for 2SQTBIPOC youth.

Some examples of themes that we are especially excited about for projects/resources/programs are:

- Dreaming 2SQTBIPOC Futures.
- Creating spaces of celebration and connection for 2SQTBIPOC youth.
- Offering anti-racism training and professional development for service providers locally and beyond.
- Designing resources specific to 2SQTBIPOC experiences in their schools and communities.
- Examining the intersections of faith/spirituality/cultural tradition and being a part of the 2SLGBTQIA+ community.

Projects/resources/programs ideas involving artistic avenues are very welcomed (theatre, music, art, etc.). We are so excited about the beautiful potential to create further representative and safer programs for our 2SQTBIPOC youth.

Who We Are Looking For:

The ideal candidate will have an ever-growing understanding of anti-racism and social justice and be able to apply this knowledge in a way that is welcoming, engaging, and prioritizing of 2SQTBIPOC youth. They will also be passionate about working with youth, designing creative programs, and offering education and/or professional development about 2SLGBTQIA+ issues/realities.

Duties:

- Designing and facilitating engaging, educational, and celebratory spaces/workshops for 2SQTBIPOC youth.
- Facilitating learning environments and professional development for provincial service providers.
- Working with the Youth Project's education team to offer educational workshops to school-aged youth about sexual orientation, gender identity, homophobia, transphobia, and discrimination within schools and community organizations.
- Tailoring workshop activities and subjects to different audiences.
- Working to engage community feedback/consultation about service provision alongside the Executive Director.

- Assisting in continued resource development specifically for 2SQTBIPOC youth as well as anti-racist resources for the Youth Project membership at large.
- Working along with other staff to create a safer, welcoming and affirming environment for 2SLGBTQIA+ youth and assisting with the Youth Project project of strategic planning/revisioning.
- As part of a small team environment, there will be opportunities and expectations to actively participate in many Youth Project activities working directly with youth, such as our summer camps, youth board retreat, pride activities and others.
- Other duties may be assigned.

Job Requirements:

- Experience in and comfort with workshop facilitation and public speaking.
- Experience in and comfort with working with youth, and/or children, and/or experience working with community organisations, and/or experience working as a facilitator/educator.
- In-depth knowledge of sexual orientation and gender identity and the role they play in the lives of young people.
- A working understanding of anti-racism and how homophobia, transphobia, heterosexism, racism, sexism, ageism, ableism, classism and other forms of oppression work to inform experience and affect the lives of young people.
- Experience in collaborative working spaces and the ability to work as part of a larger team of educators, as well as occasional individual work.
- Must be willing to work flexible hours (including some evenings and weekends).
- Must value and utilize youth-centric and participant-centered learning.
- Strong communication skills.

Assets:

- Knowledge of Nova Scotia's education system.
- Knowledge of an additional language other than English.
- A valid driver's license and/or access to a reliable vehicle.

How to Apply:

We ask that in your application, you submit a resume and/or short explanation of your relevant work experience and include a cover letter or a creative cover letter. A creative cover letter can take the form of video, art piece, audio recording, slide presentation.

We welcome and encourage applicants to self-identify in their cover letter. Please send your application file to the attention of Carmel Farahbakhsh, Executive Director at jobs@youthproject.ns.ca

Audio or video responses: We want to make sure that you can submit an application in a way that is as low-barrier and accessible as possible. If you prefer to submit an application by recording an audio or video file, please send it with a short description of what the files contain. We will accept MP3, MP4, MP4a, MOV, and/or google drive links for audio or video formats. If you can not submit that format, please send Carmel an email at: jobs@youthproject.ns.ca. Max upload size is 1GB.

Application deadline is March 15th, 2021 at 8:00pm. Tentative interview dates are March 24th-March 26th 2021. Confidentiality is assured.

Covid Information:

All of the Youth Project's programming, supports, and resources have moved to a digital platform. Currently, there is no expectation to be facilitating in-person or offering in-person events - this is subject to change as we organizationally adapt to covid-19 safety measures. Staff have the choice to either work out of office, work distanced in the office space, or a combination of both.

Accessibility Information:

The Youth Project is currently located in an inaccessible building. The only two entrances unfortunately have multiple stairs to access the space. The washroom is located in a narrow hallway and the doorway to access the washroom is quite narrow and the washroom is not equipped with grab-bars. We are actively working to brainstorm more accessible spaces. If there is a space that you would like to work out of that is not your home and meets your accessibility needs, there is potential for this to be arranged. When we go back to in-person programming, we will be offering programs at a variety of locations that are equipped with accessible entrances and washrooms.

We utilize Google Meets for staff meetings as Google Meets offers automated Closed Captioning. We also have an automated Closed Captioning service that is compatible with our Zoom account. We also offer ASL Interpreting services at all of our public events and as an option for our regular core-programming if needed.

The office is a low-scent space.

If you have accessibility needs that are not included here, please let us know in your application so that we can work to offer them.

Commitment to Anti-Racist Work:

The Youth Project has been working to offer more resources, events, and programs that specifically prioritize, centre, and uplift members of the 2SQTBIPOC community. We are deeply invested in the work of restructuring the organization to be more anti-oppressive and anti-racist in tangible ways through policy reform, sustainable long-term planning, and further representative staff and resources. The active commitment to acknowledging the dire organizational need for this work is relatively new considering the age of the organisation, and we understand the need to build trust, repair relationships, and prioritize new partnerships.

You can read a [Board issued apology to 2SQTBIPOC Communities from 2019 HERE](#) as well as a [Summer 2020 Update HERE](#) as well as look at our recent programs and resources on our [instagram HERE](#) and [website HERE](#).

If you have any additional questions, please email out Board at:
board@youthproject.ns.ca

Or get in touch with our Executive Director: carmel@youthproject.ns.ca