



THE IMAGINE JUSTICE PROJECT

AmeriCorps Position Description

- Youth & Community Engagement Specialist -
FLYSTART

BACKGROUND INFORMATION

The Imagine Justice Project

Young people often come into contact with the criminal justice system as a result of normal adolescent behavior, such as taking risks and pushing boundaries. Due to institutional racism and implicit bias, this happens more often for Black and Brown youth through the over-policing of communities of color, racial profiling and disproportionate minority sentencing. The isolation and stigma surrounding criminal justice system involvement create additional barriers preventing youth and young adults from achieving their full potential. Protective factors, such as participation in positive youth development programs and connection to caring adults, can create safe and supportive environments for youth that prevent and reduce contact with the criminal justice system.

The Imagine Justice Project is a collaborative Pierce County effort to strengthen youth development and advance equitable, community-centered justice systems. One of the primary strategies of the Imagine Justice program is to leverage AmeriCorps volunteers to build the capacity of local organizations to provide culturally response, trauma-informed positive youth development programs and services.

AmeriCorps Team

An AmeriCorps member is an individual who engages in community service through an approved national service position. The Imagine Justice Project is recruiting 20 individuals to serve as AmeriCorps members in positive youth development programs across Pierce County. The majority of positions are fulltime positions, which complete 1700 total service hours over a period of approximately 11 months. Some shortened and part time positions are also available. Members are eligible to receive a living allowance, healthcare benefits, childcare benefits, as well as significant training and coaching. Upon successful completion of their service terms, members earn a Segal AmeriCorps Education Award from the National Service Trust that members can use to pay for higher education expenses or apply to qualified student loans.

POSITION INFORMATION

Position Title: Youth & Community Engagement Specialist

Service Term:

This is a 675-hour part-time position, at approximately 15-hours per week for 11 months. The term is expected to begin August 22nd, 2022 and continue through July 15th, 2023. The first two weeks of service



(August 22nd – September 2nd) will be a 40-hour per week mandatory orientation with the larger AmeriCorps team. This position may be combined with another eligible Imagine Justice AmeriCorps position to equal a full 1700-hour fulltime position at 40-hours per week.

Days/Hours of Service:

This position has a flexible schedule which may be determined through mutual consent with the Supervisor. A significant portion of the work may be completed remotely. However, this position is expected to attend all required in-person and virtual programming for youth and the community. This includes, at minimum, attending the monthly meetings of the Youth Art Group, which occurs on the fourth Saturday of every month.

Every other Friday AmeriCorps members will be expected to come together as a team for eight hours of training, project planning, and team building. Alternate Fridays are optional days to come together with the AmeriCorps team.

Program Description:

A primary focus of this position will be supporting the development and implementation of the Youth Art Group, which is led and facilitated by the youth. Young people ages 7-16 come together to share work, create projects, network, and connect. We want the youth in our community to feel supported and to find the power, take initiative, take on leadership, and build strong foundations.

In addition to the Youth Art Group, this position will lead the development of other youth and community programming in collaboration with the team at FLYSTART.

Host Site Description:

FLYSTART is an intervention and prevention organization that steers individuals away from institutionalized models. The purpose of FLYSTART is to create an artistic platform that allows community members to master the skills necessary to develop a sustainable life using ones natural talents and gifts. FLYSTART works to create the entrepreneurial spirit through mentorship, community support, and professional networking. We offer incarcerated artists an artistic platform that will allow them to get their artistic visions out into the world helping them to become organized and active. We strive to do what we can to let them know that they are not forgotten and that there are opportunities for them to advance in the artistic field when they come home. We provide mentorship, financial literacy programs, and spaces that allow for artists to learn the power of investing their time, energy, and capital into themselves and their respective crafts.

At FLYSTART we believe that art is an essential part of healing, therapy, and rehabilitation. It is a pro social, positive, and transformative exercise and career. Much like the people that are incarcerated for significant parts of their lives, art and expression is overlooked and underrepresented. We would like to enable artists to create, and share their work and experiences in an effort to contribute their definitions of culture, beauty, and expression to the world. By providing a platform such as a gallery, web commerce, and hosting events, it allows these artists to gain recognition and to present their art to a wider audience.

**Service Location:**

Pierce County is located in the Puget Sound region of Washington State and is home to the iconic 14,000-foot tall Mt. Rainier. This area is the traditional lands of the Coast Salish people. With a population of approximately 800,000, Pierce County is the second most populous County in the state with Tacoma being Pierce County's largest City.

A significant portion of hours for this position may be completed remotely and/or from the FLYSTART administrative office. This office is located in the Union Club building in downtown Tacoma (539 Broadway, Tacoma, WA 98402).

Position Description:

This position leads the development of youth and community programming in accordance with FLYSTART's mission. This includes coaching and supporting youth artists, engaging and uplifting incarcerated artists, conducting outreach to potential partners and participants, collaborating with the organizations' director and volunteers to envision and shape new programs and strategies, and soliciting donations of art supplies and equipment for the programs.

Responsibilities and Related Tasks:

- Conduct outreach to increase participation in the Youth Art Group and other programs or events
- Provide coaching to young artists to build skills and confidence
- Meet at least weekly with the Director over the phone to discuss program strategies
- Collaborate with the Director and volunteers to design and develop programs and strategies
- Support the monthly meetings of the Youth Art Club, including planning, preparation, data entry, and co-facilitation
- Support volunteer recruitment and coordination
- Support marketing efforts including processing mailings, making phone calls, and networking in the community with individuals and organizations
- Contribute ideas and vision for the organization. Collaborate to implement shared vision
- Solicit donations for art supplies and equipment to support the Youth Art Group
- Participate in regular professional development, team-building, and service activities

Benefits:

- Living allowance of \$6,552.26 for complete service term. The living allowance is paid in equal installments on the 5th and the 20th of each month. Each installment is approximately \$297.83, totaling \$595.66 per month during service term (approximately 11 months).
- Access Segal AmeriCorps Education award in the amount of \$2,474.27 upon successful completion of service term. This award must be used within seven years of service completion and may only be used to pay educational expenses at eligible post-secondary and technical institutions OR repay qualified student loans
- Optional health insurance coverage for individual
- Optional childcare assistance (must meet specific eligibility requirements)
- Optional student loan forbearance during service term
- AmeriCorps Member Assistance Program (MAP) which includes virtual counseling and coaching, financial and legal assistance, and other resources

ELIGIBILITY

Required Qualifications:

- Age 18 or older at start of service term
- High School Diploma or equivalent upon start of service term, OR agree to obtain diploma or equivalent prior to using Segal AmeriCorps Education Award
- US Citizen or permanent resident
- Proof of complete COVID-19 vaccination
- Commitment to building skills and knowledge related to diversity, equity, and inclusion
- Ability to travel to service site(s) as well as other training or activity locations across Pierce County

Desired Qualifications:

- Represent the diversity of clients being served through personal characteristics and/or lived experience
- Previous experience working with youth or young adults
- Familiarity with the Pierce County community
- Skills and/or knowledge related to youth development, trauma-informed care, or diversity, equity and inclusion
- Experience in using social media for professional purposes
- Familiarity with best practices and tools for marketing and outreach including making flyers, phone calls, networking, etc.
- Connections with local to artists and art organizations
- Practicing artist of any experience level
- Administrative skills including data entry, spreadsheets, mailings, and creating documents
- Familiarity with Network for Good or other donor management systems
- Ability and desire to do independent or self-guided training to learn new systems, tools, etc.
- High degree of initiative. Comfort working independently.

Criminal History:

The Imagine Justice Project values individuals with lived experience that relates to the clients and communities we serve. All AmeriCorps positions are subject to the National Service Criminal History Check (NSCHC) process. Applicants who do not consent or provide false information are not eligible to serve in an AmeriCorps position. Additionally, any applicant who has been convicted of murder, or who is registered or required to be registered on any sexual offender registry will also be disqualified from any AmeriCorps service position.

Service Environmental & Physical Requirements:

Describe the physical environment of the primary service site (such as office, park, school, etc.) and note any potentially challenging characteristics (such as dust, noise, smoke, etc.). Make sure to include any relevant information about teleworking and COVID-19 health and safety restrictions. List any physical requirements (such as extended time sitting, ability to lift 20 pounds, ability to see or hear specific things, etc.).

The majority of the service environment will be spent at the administrative offices in the Union Club Building in downtown Tacoma or in a remote/virtual environment. However, this position also includes



mandatory attendance for in-person activities and events in the community at various locations. A laptop will be provided for the individual in this position to use for service-related activities during their service term.

The Director of FLYSTART, who will be the primary Supervisor for this position, is incarcerated at Stafford Creek Correction Center. Therefore, supervision will be conducted over the phone and through video visits. The individual in this position will need to communicate through the JPay system and by phone. In person visitation with the Director at the Correction Center is possible but in not required.

Equal Opportunity

AmeriCorps and the Imagine Justice Project is available to all, without regard to race, color, national origin, gender, age, religion, sexual orientation, disability, gender identity or expression, political affiliation, marital or parental status, genetic information and military service. Reasonable accommodation will be provided to the known mental or physical disabilities of otherwise qualified members.

CONTACT INFORMATION

IMAGINE JUSTICE PROJECT:

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Safest.org

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AMERICORPS HOST SITE:

FLYSTART
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