



THE IMAGINE JUSTICE PROJECT

AmeriCorps Position Description

- AmeriCorps Youth Engagement Specialist -
Oasis Youth Center

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: AmeriCorps Youth Engagement Specialist

Service Term:

This is a 1700-hour fulltime position, at approximately 40-hours per week for 11 months. The term is expected to begin August 22nd, 2022 and continue through July 15th, 2023.

Days/Hours of Service:

The typical schedule is a 5-day workweek, Monday through Saturday. Each shift is 8.5 hours between the hours of 11:00 am – 10:30 pm, including one 30-minute unpaid lunch break, and two 15-minute paid rest breaks. Most shifts occur during evening and weekend hours. Some Sundays may be required for special events and activities.



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

Program Description:

This position will primarily focus on supporting Queer/Trans/Intersex People of Color (QTIPOC) programming. This specific program is a by-and-for program designed to grow and build positive, supportive community for QTIPOC youth. Programming is centered on the value of a youth-adult partnership and is facilitated through activities designed to validate and celebrate QTIPOC identities and shared lived experiences.

Host Site Description:

Founded in 1985, Oasis Youth Center transforms the lives of queer and questioning youth by creating a safe place to learn, connect, and thrive. Oasis envisions a world in which queer youth are valued in the community as strong, creative leaders. Oasis is a youth-adult partnership in which young people and adults come together for shared teaching, learning and action

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.

The position will be based out of the main Oasis Youth Center location in Downtown Tacoma, WA. This position will also travel to the two Satellite locations in Lakewood, WA and Key Center, WA for programming. This position may also travel for outreach events throughout Pierce County.

Position Description:

The AmeriCorps Youth Engagement Specialist supports Oasis in providing program and service assistance to LGBTQ youth who attend programming and drop-in hours through research, staff support, attending outreach and training events, and assisting in administrative and/or physical tasks.

Responsibilities and Related Tasks:

- List specific responsibilities and related tasks
- Remember to use language such as “serve” instead of work and “position” instead of job
- Refrain from using language such as “other duties as assigned”
- Include specific information about access to vulnerable populations
- Support coordination and facilitation of Oasis drop-in sessions during afterschool and evening hours, Monday through Saturday. Duties include, but are not limited to, center set-up, staff check in, youth outreach, drop-in facilitation and programming, volunteer engagement, center closing, documentation, and reflection. Requires ability to engage and connect with a diverse group of youth and young adults.
- Ability to successfully interface with hundreds of people annually.
- Participate in and support culturally relevant, fun activities and community events focused on youth membership retention and return participation for youth.
- Model appropriate youth-adult partnerships ensuring that Oasis members, volunteers, and visitors adhere to established and agreed upon rules and boundaries.
- Research programs, services, and resources for youth.



- Answer and respond to organizational emails and phone calls in a timely and professional manner.
- Conduct intakes for new Oasis members. Assist youth in finding programming that matches their interests and making return visits to Oasis.

Benefits:

- Living allowance of \$18,000 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 \$818.18, totaling \$1,636.36 per month during service term (approximately 11 months).
- Access Segal AmeriCorps Education award in the amount of \$6,495 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
- Mileage reimbursement through Oasis Youth Center for Oasis Youth Center business

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
- Ability to be self-motivated in a work-from-home setting (when needed).
- Ability to wear a mask (KN95 or N95) while working in the office for extended periods of time.

Desired Qualifications:

- Represent the diversity of clients being served through personal characteristics and/or lived experience. (Lesbian, Gay, Bisexual, Transgender, Queer or Queer/Trans/Intersex People Of Color)
- Previous experience working with youth and/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
- Willingness to seek, give, and incorporate feedback in support of individual and organizational growth
- Proficiency in, or ability to learn, Google cloud-based suite



- Flexible scheduling availability (including nights and weekends) and willingness to work with initiative (having the ability to be self-motivated) in a small-team environment.
- Availability to attend one overnight weekend (3 days and 2 nights) retreat annually.
- Ability to work in a fast paced environment and maintain exceptional written and verbal communication skills and boundaries at a queer youth drop-in center
- Ability to demonstrate proactive and innovative individual and collective problem solving.
- Demonstrated experience, ability, and enthusiasm for working and identifying with queer youth of varying socioeconomic status, sexual orientation, gender identity, race, ethnicity, and faith backgrounds

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.

Because this position works directly with vulnerable youth, Oasis will check references and conduct a mandatory Washington State Patrol background check and FBI finger printing. Anyone convicted of sexual or violent crimes will be disqualified from serving at Oasis.

Service Environmental & Physical Requirements:

The primary service site is an office/youth center setting. Currently Oasis staff are also working remotely part-time, due to the Covid-19 Pandemic. We do have additional satellite sites in similar settings. Some of our programs take place outdoors in different settings (summer camp locations, parks, convention centers, schools etc.) Because of this:

- Position requires the ability to work remotely (use of internet, dedicated work space)
- Position requires the use of KN95 or N95 masks while in the youth center.
- Position requires loud noise tolerance (air hockey table, music, multiple people talking and laughing etc.) during drop-in hours
- Position requires the ability to switch tasks quickly
- Position requires the ability to stay calm in multiple situations
- Position requires a high level of physical activity including: walking and moving throughout center during drop-in shifts; lifting items that weigh up to 30 lbs; and routine rearranging and moving of objects and furniture.

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



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