



THE IMAGINE JUSTICE PROJECT

AmeriCorps Position Description

- Youth Advocacy Team Partner -

Tacoma Boat Builders

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 Advocacy Team Partner

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 schedule varies depending on which programs the AmeriCorps member is assigned to. A typical schedule is Monday through Friday from 11:30am – 7:30 pm, including one 30-minute unpaid lunch break, and two 15-minute paid rest breaks. There are also weekend programs to which a candidate could be assigned. Additional evening and weekend hours 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:

Tacoma Boat Builders (TBB) creates transformational opportunities for marginalized and court-involved youth through positive mentorship, woodworking, and boat building. The essential activity of TBB's core programming is to pair young people with caring positive adults, who then engage together in a learning-by-doing process. Each youth develops an independent woodworking project and engages in restoring and building boats with their mentor. During warmer months programs include on the water experiences such as rowing and sailing. The relationship between adults and young people encourages the development of mutual reliance, self-esteem, self-efficacy and a basis of trust for building relationships. Youth experience setting and achieving goals and have self-made success through hands-on learning. Each Youth participates in a program once a week, for 10-12 weeks. In addition to learning through hands-on woodworking and boat building, youth learn about leadership, empathy, competence, and self-advocacy.

Host Site Description:

Tacoma Boat Builders (TBB) began as a collaborative effort in restorative justice and juvenile justice system reform in 2014 and has served more than 600 young people to date. Since then, TBB has expanded program offerings to include a wider array of youth and families in our community. Programs takes place in a fully equipped, 4,300-sq.ft. woodworking shop on the traditional lands of the Puyallup Tribe and Coast Salish Nations. While TBB's core programs serve court-involved young people, we also run programs for a wider array of youth and families who experience, or have experienced marginalization and barriers to supportive, inclusive, experiential educational opportunities.

TBB works with youth to exercise and strengthen their natural talents in a challenging learning environment, while at the same time emphasizing both their skills and their social emotional development. We pair youth with caring adults who serve as their mentors and guides, so that youth learn about healthy relationships by working together to achieve a common purpose. Most of TBB's mentors are volunteers. Many are elders who are expert craftspeople in carving, woodworking, metal machinery, construction, and other tradecrafts. Others come from the military, education, and medical fields.

Through the use of trauma-informed and responsive practices, we emphasize treating others with respect and managing perceived insults to one's own self-respect by processing those feelings and thoughts with mentors, program staff and leadership. The boat shop is a space of learning, challenge, cooperation, and non-violence where peaceful resolution of conflicts is of the utmost importance. These skills will persist as youth become adults.

**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, it is the second most populous County in the state with Tacoma being Pierce County's largest City.

Tacoma Boat Builders' boat shop and offices are located at a waterfront property near the Port of Tacoma on the Thea Foss Waterway in downtown Tacoma, Washington. TBB is within walking distance of public transportation, restaurants, and several parks.

Position Description:

The Youth Advocate position requires an organized, responsible, compassionate person to work in a data-driven social intervention program that provides mentorship and hands-on learning for youth living in medium to high-risk environments and who interact with Pierce County Juvenile Court. The Youth Advocacy Team Partner position is a fundamentally important role at TBB. Youth Advocates work directly with youth and adult volunteers to support the development of strong, positive relationships. Most importantly, Youth Advocacy Team Partners function in cooperation with TBB program staff to support, coach, and advocate with and for youth in our programs so that they are better able to envision and create positive interactions with others in their lives.

The successful candidate will be responsible for a variety of tasks in the day-to-day running of TBB youth programs including, but not limited to: Communication with youth, families, and additional stakeholders, program related data entry and information management, and serving as a representative of TBB with partner organizations and members of the community.

The successful candidate must be able to; interface with youth participants and volunteer mentor-craftspeople, serve alongside TBB staff, to help document the program sessions, support intake processing; support youth and mentors as they collaborate, support progress/outcomes for each youth, help with identifying and supporting appropriate referrals for outside services when needed, communicate with Pierce County Juvenile Court staff as needed, and maintain databases and reports on participants.

Responsibilities and Related Tasks:

- Advocate with and for the youth internally and in the other environments where TBB youth are facing barriers to their success.
- Participate in weekly program planning and staff meetings.
- Participate in positive youth development training, anti-racism practices, and other related learning spaces to promote a healthy, supportive environment for all who come to TBB.
- Facilitate dialog and feedback sessions with youth and families connected to TBB.
- Facilitate the process of preserving the knowledge and stories of both youth and volunteer members of the TBB community.
- Participate in program activities as a supportive presence for youth and adults.
- Serve as a mentor to youth participants.
- Assist with transportation of youth to/from program site as needed.
- Assist TBB staff with special projects including: development, outreach, special events, etc.
- Participate in regular professional development, team-building, and service activities

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
- Access to a supportive learning environment where elder craftspeople, retired professionals from many fields, and a talented team of youth workers come together to support each other in a collaborative learning environment.
- Access to all professional development and youth development opportunities available to TBB staff.
- Upon successful completion of safety sign-off, access to the tools, equipment, and materials available in our shop.
- Upon successful completion of safety sign-off, access to the various watercraft owned and maintained by TBB.
- Mileage reimbursement, use of facilities/services offered by TBB.

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
- Willingness to try new things, tap into curiosity and creativity, ask questions, and learn by doing.
- No previous experience with boats, woodworking, or craftsmanship is required, but is entirely welcome.

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
- High level of organizational skill and attention to detail



- Strong ability to work with Microsoft Office, including Word and Excel, Google Suite, and demonstrated willingness and ability to learn additional software tools
- Will and ability to take initiative and see work through to completion
- Will and ability to work effectively independently and as a part of a team

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.

Tacoma Boat Builders requires all individuals to undergo a background check conducted by the Pierce County Juvenile Court. Individuals who do not pass this check are ineligible for service in this position.

Service Environmental & Physical Requirements:

Tacoma Boat Builders operates a fully equipped woodworking space and includes an office area on site. The nature of our work involves the use of hand and power tools and equipment, paint, solvents, etc. The shop is light industrial with a concrete floor. It is a dusty and sometimes noisy environment. Office space is isolated from the shop. When programs are running in the shop people are on their feet in the shop for extended times. If the AmeriCorps member supports on-the-water programming, they will need to be able to be on the floating docks and get in and out of watercraft safely. TBB will continue to run some programs in a virtual format to accommodate continued COVID-19 health and safety restrictions as well as to make programs accessible to those facing transportation barriers and may require AmeriCorps Service Members to participate in one or more of these sessions.

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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