



## POSITION ANNOUNCEMENT

**Position Title: Transgender Justice Trainer/Organizer**

**Location: Portland, OR**

**Position Overview** The Transgender Justice Trainer/Organizer is responsible for working within and for transgender communities to implement leadership development trainings and events, provide resources and political education workshops and mobilize LGBTQ and allied activists on issues impacting trans Oregonians. This is a unique position for a dynamic trainer/organizer who will work with the Transgender Justice Program Manager to shape our transgender justice programming while also communicating the vision, values and impact of Basic Rights' work to build a politically powerful and inclusive movement for LGBTQ Oregonians. The ideal candidate will have a strong commitment to our mission, be prepared to be a thoughtful advocate for racial and transgender justice and be enthusiastic about working with a team of colleagues who share anti-oppression values. The position involves some statewide travel and will be supervised and supported by the Transgender Justice Program Manager.

**Basic Rights Oregon is an equal opportunity employer committed to a diverse, multicultural work environment. People of color, people with disabilities, and people of diverse sexual orientations, gender expressions and identities are encouraged to apply.**

### **Key Responsibilities**

#### *Program and leadership development*

- Be a lead trainer for our Fair Workplace trainings in schools, businesses, for non-profits and government.
- Actively recruit and manage volunteers to participate in the work of the program; utilize administrative systems to track activist participation.
- Mobilize activists to take action for racial justice, transgender justice and Basic Rights' legislative priorities.
- Assist with curriculum development for Basic Rights' ongoing political education series on

trans justice.

- Assist with curriculum development, logistics, recruitment and facilitation for the Catalyst Transgender Leadership Program.
- Assist with constituent referrals and correspondence.

#### Policy organizing

- Conduct educational presentations for a wide variety of audiences, ranging from community groups and volunteers to business leaders and elected officials.
- Assist in executing key campaign strategies, including work with policymakers, businesses, and administrative strategies to achieve transgender justice in our state.
- Assist with policy research and writing.

#### Event planning, community outreach, and communications

- Advance the campaigns, programs and educational activities of the trans justice program through volunteer mobilization, leadership development and online communication.
- Represent the interests of the organization with community groups and leaders.
- Work with Basic Rights communications staff to develop trans justice content for the organization's website, traditional and social media.
- Prepare written weekly and quarterly work plans and progress reports.

#### **Desired Experience and Qualifications**

- Previous LGBTQ policy and organizing experience (expertise in trans health care, criminal justice policy, and leadership development a plus).
- Previous community, student, electoral or other organizing experience.
- Commitment to Basic Rights Oregon's mission and programs with knowledge of LGBTQ issues.
- Strong analysis of racial, transgender and LGBTQ justice principles and experience working with communities of color; transgender, genderqueer and gender non-conforming communities and with LGBTQ communities.
- Demonstrated ability to work effectively with and gain the respect and support of various constituencies, including board and staff members, donors, civic leaders, volunteers and community partners.
- Demonstrated ability to handle a variety of projects, to be detail-oriented and to problem-solve.
- Strong written and verbal communication skills; comfortable speaking in public with an energetic and engaging training style.
- A team builder with strong skills in leadership development; must understand the subtleties of motivating and leading a diverse group.
- Strong technology skills, including proficiency in Microsoft Word, PowerPoint, Outlook and

Excel.

- A sense of humor and the ability to work joyfully in a fast-paced environment.
- Ability to travel, and have a flexible work schedule, including evenings and weekends.

**Compensation** The salary range for this position is \$40,775 - \$52,756, depending on years of experience. Medical, dental and vision provided. Paid time off includes 10 days of vacation and 5 days of sick time annually. In addition, employees observe 10 paid holidays annually. This position is full time and represented by a collective bargaining agreement.

**To Apply** Please send a cover letter, resume and the names and contact information for three references electronically by April 15, 2020 to Janice Lorenzana at [janice@basicrights.org](mailto:janice@basicrights.org). The subject line must include "Transgender Justice Trainer/Organizer-[Your Name]" to be considered.

In your cover letter, please address your experience working with/in transgender communities and your interest in the position. Applicants who do not address their experience working with/in transgender communities will not be considered.

**About Basic Rights Oregon** Basic Rights Oregon works to ensure that all lesbian, gay, bisexual and transgender Oregonians experience equality by building a broad and inclusive politically powerful movement, shifting public opinion, and achieving policy victories. Read more about our work at [www.basicrights.org](http://www.basicrights.org).