



## 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 to end health insurance exclusions and other policy barriers impacting trans Oregonians. This is a unique position for a dynamic trainer/organizer who wants 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 Policy and Legal Director.

**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

- Coordinate and facilitate the Transgender Justice Working Group and other volunteer leadership and advisory bodies as assigned.
- 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 and training for Basic Rights' ongoing political education series on trans justice.
- Support the Policy and Legal Director with the coordination of the Transgender Justice 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 and businesses to increase access to health care for transgender Oregonians.
- Develop policy expertise in one to three key areas relating to trans justice.
- 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 racial justice content for the organization's website, newsletters, traditional and social media.
- Prepare written weekly and quarterly work plans and progress reports.

#### **Desired Experience and Qualities**

- 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.
- Experience with policy research and advocacy methods.
- 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 strategist who is adept at planning, prioritizing, organizing, following through and able to balance multiple competing priorities.
- 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 \$34,850 - \$40,343, 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 February 12th to Cameron Mathews at

[cameron@basicrights.org](mailto:cameron@basicrights.org). 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).