



OUT MetroWest Job Posting: Part-Time Adult Advisor

Mission: OUT MetroWest builds communities where LGBTQ+ youth thrive.

Organizational Values:

- Affirming LGBTQ+ identities through positive role modeling.
- Challenging ableism, classism, misogyny, racism, and other systems of oppression.
- Creating supportive spaces where LGBTQ+ youth can be themselves.
- Respecting, embracing, and celebrating diversity.
- Treating people with care and compassion.

Position Description:

Adult Advisors plan and co-facilitate OUT MetroWest's programs, which support the health and emotional well-being of LGBTQ+ youth from across the MetroWest Boston region. Programs include a mix of structured activities and casual down time for socializing and homework. They provide a place for LGBTQ+ youth to meet friends, connect with invested LGBTQ+ adult role models, and build community. Sample activities include icebreakers, crafts, games, discussions, workshops, and panels. Sample discussion topics include LGBTQ+ history and icons, activism, relationships, mental health, culture, self-expression, and self-advocacy. A mental health clinician is present at all programs, to provide support in group settings and one-to-one conversation with youth, when requested.

We seek applications for Adult Advisors for all of our programs. Programs are currently running virtually due to the pandemic. Our plan is to return to in-person programs starting Monday, March 7, if it is deemed safe to do so.

Our current programs include:

- **Prism** (formerly known as WAGLY), for LGBTQ+ high school youth—every Monday, 6:45-8:30 PM
- **Nexus**, for LGBTQ+ middle school youth—currently 2nd, 4th, and 5th Wednesdays of each month, 6:30-8 PM. Once we return to in-person programming, Nexus will be every Tuesday, 6:30-8 PM.
- **Umbrella**, for transgender and gender nonconforming high school youth—1st and 3rd Wednesdays of each month, 6:45-8:30 PM.
- **Drop-In**, for LGBTQ+ middle and high school youth—every Thursday, 3-6 PM. Drop-In may remain partially or fully virtual for a period of time after our other programs return to in-person.
- **Shine**, for gender-expansive kids PreK-grade 5—starting in February 2022, will be offered monthly, days/times TBD.
- **Satellite programs**, for LGBTQ+ middle and high school youth—to be offered the first Friday evening of each month in different locations across MetroWest.

Reporting to the Program and Education Manager, Adult Advisors help to ensure that our youth programs reflect the values to which we are committed as an organization. This includes (but is not limited to) meaningfully integrating different perspectives and experiences into program content, participating in trainings on topics related to diversity and inclusion, examining our programs for the influence of bias and making shifts to be more inclusive, and collaborating with partners in the community who help OUT MetroWest to embody these values.

When programs return to in-person, they will take place at our new, accessible space just outside of Downtown Framingham (5-minute walk to the T station), with occasional programs at accessible satellite sites throughout the MetroWest region. Essential functions of this position include attending meetings and programs (both virtually and in-person), working at a computer, communicating via phone or email, and assisting with set-up for youth programs.

To learn more about the history of OUT MetroWest, visit here: [Mission, Values, and History - OUT MetroWest](#)

To learn more about our commitment to racial justice, visit here: [Commitment to Racial Justice - OUT MetroWest](#)

To learn more about the team you'd be joining visit here: [Our Team - OUT MetroWest](#)

You are a good fit for the position if many of the following are true about you:

- Competent in LGBTQ+ issues, with explicit understanding of gender identity and expression
- Understand and have experience working with youth (preferably LGBTQ+)
- Demonstrated commitment to OUT MetroWest's value of challenging ableism, classism, misogyny, racism, and other systems of oppression; willingness to continue to learn and grow in this work
- Experience creating and facilitating youth programs
- Punctual and reliable
- Ability to facilitate conversations about complex and/or challenging topics
- Able to work both independently and as part of a team
- Comfortable using and learning to use computer-based technology, in the case of need for virtual programming
- Proficient in a language other than English, particularly Portuguese

Must have satisfactory SORI and MA State CORI background checks.

Compensation:

\$25/hour. For a sense of time commitment: Adult Advisors arrive 15 minutes prior to the beginning of each program for a staff huddle and stay for a half-hour after each program ends, for a staff meeting to debrief and discuss future programs. In addition to attending programs and pre/post meetings, one Adult Advisor spends approximately 1.5 hours planning each program and that responsibility rotates between Adult Advisors.

To Apply:

Complete the application form at <https://tinyurl.com/workatoutmetrowest>. Note the application asks for the following:

- A personal statement--In no more than 500 words, please share why you are interested in this position and how you believe you meet the qualifications. Responses of any word count of 500 or less will receive equal consideration.
- For applicants to either 1) upload a resume or list of relevant experiences OR 2) provide a LinkedIn profile url
- For applicants to indicate which program(s) for which they are applying

OUT MetroWest is an equal opportunity employer and actively seeks candidates from diverse backgrounds including Black, Indigenous, People of Color and the LGBTQ+ community. We actively work toward an anti-racist community that recognizes and aims to address the negative impacts of white supremacy.

Search Timeline (subject to change):

- February 1—Begin interview process
- February 15—Offers extended
- Dates TBD between February 28-March 4—Approximately 4 hours (paid) of training and team-building with current and new Adult Advisors
- March 7 (contingent on pandemic)—Programs resume in-person, new Adult Advisors begin in programs this week

Please email jobs@outmetrowest.org with any questions!