



Position Announcement: Equity & Inclusion Coordinator

Organizational Overview:

The Oregon Coalition Against Domestic & Sexual Violence (OCADSV) is a feminist statewide nonprofit corporation comprised of 46 member programs. We offer a number of support services to providers and community partners including: systems advocacy; development and distribution of funds; information, referral and technical assistance; training and education; and shaping public policy around intimate partner violence, sexual violence and stalking. OCADSV was formed to support grassroots efforts at passing legislation important to the anti-violence movement, such as the landmark Oregon Abuse Prevention Act and the Rape in Marriage Law. OCADSV facilitates excellence in training, advocacy and support to programs.

All OCADSV sponsored worksites are fully wheelchair accessible; we strive to provide a healthy worksite for everyone.

Purpose of Position:

Under the direction of the Executive Director, and in collaboration with the OCADSV Program Coordinator team, the Equity & Inclusion Coordinator will develop and implement a program of community organization, systems advocacy, training and technical assistance to domestic and sexual assault programs regarding anti-oppressive domestic and sexual violence prevention and intervention practices. This includes careful analysis of how systems of oppression such as, but not limited to, racism, sexism, heterosexism, ageism, ableism, citizenship status, and an English-centric society intersect to foster additional oppressions and barriers for survivors of domestic and sexual violence.

OCADSV believes that the root of all violence stems from oppression itself. Thus, engaging in anti-oppressive work is prevention work and this position is uniquely positioned to do this kind of prevention work.

Special emphasis is also placed on domestic violence expertise as this position is funded by a VAWA Domestic Violence grant.

Essential Duties:

Technical Assistance: Provide technical assistance to domestic and sexual violence Programs to support their capacity to provide equitable and inclusive services to survivors of historically marginalized backgrounds. Provide information, resource materials, and referrals to domestic violence and sexual violence programs to assist them in program development.

Provide this assistance through:

- Telephonic and electronic technical assistance
- Periodic mailings, toolkits and publications, which includes contributing an article for the monthly newsletter
- Research
- Site visits

Training: Identify training needs of domestic and sexual assault programs throughout the state. Recruit and develop a list of possible trainers for regional and statewide trainings. Develop and maintain a list of trainings provided by programs. Coordinate and conduct regional, national and statewide trainings related to domestic and sexual violence, anti-oppression, equitable and inclusive service provision. Contribute to content, design, and implementation of trainings.

Systems Advocacy: Coordinate and lead the OCADSV Communities of Color Task Force. Participate and develop work groups with underserved communities to identify gaps and barriers for survivors and represent OCADSV on statewide committees to facilitate equitable and inclusive policy changes.

Research: Research and analyze materials on a variety of issues pertinent to violence against people from underserved populations, and disseminate to domestic violence and sexual violence programs as appropriate.

Conference/Meeting Coordination: Assist in the planning, provision and evaluation of annual statewide conference. Contribute to content, design, and implementation of events, trainings, and conferences.

Project Coordination: Coordinate OCADSV's Domestic Violence and Teen Dating Violence Awareness Month Activities.

Other duties as assigned.

Qualifications:

Required Skills & Experience

1. At least five years of experience working in the field of domestic and sexual violence advocacy, including prevention education, intervention or service provision. Strong knowledge of and experience working with Oregon domestic

violence and sexual assault service providers.

2. Demonstrated experience (minimum three years) in program development, and/or providing training and technical assistance. Demonstrated experience training or instructing individuals or groups concerning specific projects or processes.
3. Successful experience (minimum three years) in community organizing, systems advocacy, and/or policy change efforts. Preference will be given for anti-oppression focused activities.
4. Understanding of the intersection of oppressions as it creates and perpetuates a culture of violence and creates barriers to accessing domestic and sexual violence response services. Knowledge specific to Oregon's history and culture is essential.
5. A commitment to eliminating oppression and violence against all, through social change.
6. An ability to grow, learn, lead, follow, organize, envision, and carry projects through to completion.
7. Extensive knowledge of issues related to domestic violence, sexual assault, trauma informed services and intersections of oppressions.
8. Experience conducting research utilizing a wide range of sources including workgroups, focus groups, Internet, and identification of alternative information sources.
9. Excellent oral and written communication skills. Knowledge and application of Microsoft Office Suite and World Wide Web.
10. Must be well organized, detail and multi-task oriented. Able to identify and respond to shifting priorities. Able to work independently and with minimal supervision.
11. Ability to maintain positive, cooperative and professional demeanor with community-based domestic and sexual assault programs, OCADSV staff/board, vendors, consultants, allied professionals, and members of the public.
12. Demonstrated sensitivity to and knowledge of issues involved in working with diverse populations and organizations.
13. Willingness to abide by the mission and philosophy of OCADSV.
14. Availability to travel statewide and nationally, some overnights and weekends. Have a car or access, insurance, and a valid driver's license, acceptable driving record.

15. Along with other OCADSV staff, share in promoting solidarity, peer support, team problem solving, conflict resolution, and ethical communication among office staff, and throughout OCADSV.

Preferred skills and experience:

1. Experience living in or working with historically marginalized communities.

People of color and people from historically marginalized communities are strongly encouraged to apply.

THE OREGON COALITION AGAINST DOMESTIC AND SEXUAL VIOLENCE IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER COMMITTED TO WORKFORCE DIVERSITY.

Compensation:

Compensation will be \$35-37k, depending on experience.

Generous benefits package including: full medical, dental, and vision coverage; retirement plan; life and short-term disability insurance; generous paid time off; health reimbursement account, and cafeteria plan. This position is eligible for overtime.

To Apply:

Submit a resume and cover letter as well as a narrative in response to this prompt:

In a three page, double spaced essay, please identify and describe key challenges for three diverse, historically underserved communities in accessing domestic and sexual violence services. Describe how you would engage in systems advocacy in the domestic and sexual violence system to foster lasting social change to ensure equity and inclusion for all of these groups. Please be as detailed as possible, yet still concise in your narrative.

Please email your cover letter, resume and supplemental questions by
February 15th, 2014 to

Chloe@ocadsv.org

*For more information on the Oregon Coalition Against Domestic & Sexual Violence visit
www.ocadsv.org*