

ROGUE ACTION CENTER

Josephine County LGBTQ+ Listening Project Coordinator Position Description

Rogue Action Center (RAC) was founded in 2017 as a community-based organizing group to effectively confront entrenched power structures rooted in white supremacy and exploitation, fill in local gaps in social justice organizing capacity, and to be a movement partner in the long-term effort to make progress on the racial and economic challenges our community faces.

Equity Statement: Rogue Action Center is a grassroots community organization committed to creating a community where everyone can thrive, in part by practicing intersectional equity with a racial justice lens. We are committed to nondiscrimination and providing equal opportunity for employment and advancement in all of our work. All employees, members, partners, visitors, and volunteers, whatever their gender, race, ethnicity, national origin, economic status, age, sexual orientation or identity, education, immigration status, or ability, are welcomed, valued and respected.

Stakeholders: Rogue Action Center engages in targeted outreach to engage the people most impacted by the issues we organize on, and who have historically had less access to power in our community. We prioritize working with, and being led by:

- Youth and students
- Women & Femme folks
- LGBTQ+ folks
- People of Color
- Working class white folks
- Disabled People
- Elder women
- People at the intersections of these experiences + identities

Josephine County LGBTQ+ Listening Project Coordinator Position Description | Full-Time (36 hr.) 1 FTE

Summary: The Josephine County LGBTQ+ Listening Project Coordinator builds and maintains capacity and strong systems to support the LGBTQ+ Listening Project and associated organizing and policy work of Rogue Action Center in Josephine County, Oregon. This role is key in advancing the LGBTQ+ Listening Project vision of creating a region where LGBTQ+ people are connected, have a sense of belonging, are visible in the community, and are free to thrive no matter where they live. Core responsibilities are laid out below, but other tasks may be assigned as needed. This position works closely with RAC Policy Team and is supported by RAC Co-Directors.

Core Responsibilities

Organizing

- Leads community building work to foster sense of connection within queer communities in Southern Oregon
- Leads proactive and responsive organizing to shift power and change policy for intersectional queer liberation in JoCo
- Co-Plan and implements convenings, educational events, and community meetings (ex. Pride Events, Workshops, etc.)
- Supports emerging leaders, including youth leaders, in movement building work (ex. IAffirm Coalition)
- Coordinate the LGBTQ+ Listening Project Steering Committee
- Support community engagement and outreach (ex. tabling at events)

Communication

- Maintain regular communication with staff, volunteers and coalition partners
- Ensures that data is tracked and contact information collected and entered into EveryAction for power building
- Works with the RAC Communications team to tell the story of this work

General

- Track and report all hours and completed work weekly
- Participate in regular all staff and team meetings
- Support planning, ongoing evaluation, and fundraising
- Create work plan and goals, track progress toward goals using RAC Google Suite, and templates provided
- Participate in fundraising and report writing, including reporting back to the community and to funders

Compensation: This is a full-time position (up to 36 hr/wk), hourly. Rogue Action Center pays \$29.16 per hour with a 5% language differential for bilingual staff proficient in written and spoken English and Spanish. Wages will be subject to deductions for taxes and other withholdings as required by law or the policies of the company. Health insurance and Paid-time off policies outlined in RAC handbook. Scheduling is flexible, but does include evenings and weekends to meet community members when it is most convenient for them. RAC is a family friendly workplace and an equal opportunity employer

**A note to potential candidates: Studies have shown that women, trans, non-binary, and Black, Indigenous, and people of color (BIPOC) are less likely to apply for jobs unless they believe they meet every single one of the qualifications as described in a job description. We are committed to building a diverse and inclusive organization, and we are most interested in finding the best candidate for the job. That candidate may be one who comes from a background less traditional to our field of work, and that's welcome. We would strongly encourage you to apply, even if you don't believe you meet every one of the qualifications described.*