



Job Title	National Young Women's Initiative Fellow
Reports to	National Young Women's Advisory Council Program Manager
Location	Brooklyn, NY; remote possible; some travel within the US will be required
Status	Full-time
FLSA Status (OT eligibility)	Non-Exempt

ABOUT GIRLS FOR GENDER EQUITY

Girls for Gender Equity (GGE) is an intergenerational advocacy organization committed to the physical, psychological, social, and economic development of cisgender (cis) and transgender (trans) girls and women of color and gender nonconforming/non-binary (GNCNB) youth of color. GGE challenges structural forces -- racism, sexism, transphobia, homophobia, economic inequality -- that work to constrict the freedom, full expression, and rights of trans and cis girls and young women of color and GNCNB youth of color.

Founded with an Open Society Institute Fellowship in 2001, GGE began in response to community needs for girls of color to have safe and equitable fitness and leadership development programming. The rape of an 8-year-old Black girl on her way to school in Bedford-Stuyvesant, Brooklyn led GGE to become a nonprofit organization in 2002, addressing the root causes of gender-based violence and promoting gender equity, human and civil rights for young people of color. GGE is continuing to expand as the needs of our constituents and our base of supporters grow.

GGE's work is grounded in intersectional Black feminism, positive youth development, strengths-based, eco-systemic social work practice and popular education theory. Our theory of change articulates our efforts to cultivate a culture and environment in which cis and trans girls of color and GNCNB youth of color are equitably supported to live free, self-determined lives; eradicate institutionalized barriers to gender equity; and dismantle all systems of oppression. We ultimately believe in and work toward a world where cis and trans girls of color and gender nonconforming/non-binary youth of color are free.

POSITION

We are seeking a full-time **National Young Women's Initiative Fellow** to support the expansion of GGE's civic engagement program that stemmed from the New York City Young Women's Initiative. This is a unique role for a skilled organizer, administrator, and facilitator with youth and adults who has a vision for young cis and trans women and girls of color and GNC/NB youth of color shaping and leading local and national policy change.

In 2015, in response to *My Brother's Keeper* at the federal level, GGE launched a participatory policymaking process, the New York City Young Women's Initiative (YWI). Central to YWI was a cohort of 20 young people - cis and trans women and girls of color and GNC/NB youth of color - who helped craft policy and budget recommendations that centered their lived experiences. This cohort, the Young Women's Advisory Council (YWAC), has evolved to serve as a civic engagement program that engages directly impacted young people to organize around policy and legislative change that centers their lived experiences. Since our local launch, several other cities and states have replicated this model. In addition, representatives from each local YWAC have convened to form the National Young Women's Advisory Council.

The National Young Women's Initiative Fellow will be responsible for collaborating with the National Young Women's Advisory Council Manager in ensuring that the local and national models are aligned and meet GGE's vision for a national strategy. This role supports and eventually assumes ownership of facilitating the purpose and process of National YWAC while also assisting in organizing community partners.



This role will be supervised by the National Young Women’s Advisory Council (YWAC) Manager and work closely with Acting CEO (Chief of Staff), President & CEO, upon their return from Sabbatical, the National Philanthropic Collaborative of Young Women’s Initiatives Program Director (housed externally) YWAC Program Coordinators in other cities and a range of external stakeholders who support this work.

This role will require some travel as needed.

Duties and Responsibilities:

Technical Assistance and Coaching (30%)

- Support with direct technical assistance to local YWAC Program Coordinators to onboard national YWAC tools.
- Support with organizing program coordinators and developing monthly call agendas.
- Participate in monthly community partners calls as needed.

Coordinating the National Young Women’s Advisory Council (50%)

- Convene National YWAC several times a year, both in person and virtually, to work on shared priorities.
- Support the process by which National YWAC develops a national policy agenda relevant to the current political landscape
- Ensure 1:1 engagement with National YWAC members
- Assume main coordination of National YWAC webinars
- Support with National YWAC and local alignment.

Expansion Efforts (10%)

- With the Chief of Staff, President & CEO and other stakeholders, Interface with key stakeholders who can support the expansion of this work, including but not limited to national partner organizations, foundations, individual donors and local and national stakeholders in government
- Assist in creating materials for a range of audiences that reflect local and national work in its current state and how we envision this work to expand

Administrative Support 10%

- Provide program logistical support of National YWAC & NYC YWAC.
- Assume ownership of National YWAC attendance & stipend process.
- Organize bi monthly National YWAC webinars through Doodle or other tools.
- Assist with daily YWI tasks.

EXPERIENCE, SKILLS & QUALITIES

Experience

- Familiarity or willingness to learn the history of the Young Women’s Initiative and interest in replicating this model
- Direct experience and competence working within organizations supporting the advancement of cis and trans young women and gender non-conforming youth of color in a social justice context
- Familiarity with effective social change practice, transformative justice, restorative justice, and anti-policing models
- Understanding or willingness to learn the national political landscape including challenges and opportunities in the current moment.



- Understanding of movement building and how multiple approaches to social change are essential in creating change our communities deserve.

Skills

- Strong facilitation skills with both young people and adults.
- Ability to see and sense where adult youth workers are in their development process and desire to coach them to get to the next level of their facilitation and leadership.
- Ability to thrive collaboratively and independently in a dynamic team environment.
- Ability to work in a range of professional settings including in government, with partner organizations and philanthropic entities.

Qualities

- Committed to advancing GGE's mission and work;
- Highly organized, self-motivated, independent worker who can prioritize tasks and manage multiple projects at once;
- Creative problem-solver who anticipates challenges and seizes opportunities for collaboration;
- Able to implement vision, think strategically, exercise good judgment, and lead change;
- Initiative-taker with a strong work ethic and efficient, results-oriented approach; and
- High level of self-awareness and ability to give and receive feedback well.

DESIRED BUT NOT REQUIRED

- Lived experience with school pushout, the criminal legal system, navigating gender, gender identity, and/or racial equity issues.

Compensation and Benefits: Compensation for this role is **\$50,700**. GGE's benefits & perks are outlined [here](#).

Limitations and Disclaimer: The above job description is meant to describe the general nature and level of work being performed; it is not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required for the position. The team member may be required to perform duties outside of their normal responsibilities from time to time, as needed.

Further details about the organization: For further details about GGE's mission, vision and work, please visit <http://www.ggenyc.org>, and @ggenyc on Twitter and Instagram

How to Apply: All applications will be received via email. No phone calls or snail mail, please. All applications must include (in PDF format):

- Resume
- Thoughtful cover letter (including how you became aware of this opportunity: job portal, referral, etc.)

E-mail applications to: JoinTheTeam@ggenyc.org with the subject line: **National Young Women's Initiative Fellow/YOUR NAME**

The priority deadline for applications is March 31, 2020. Applications will be reviewed on a rolling basis.



GGE is an Equal Opportunity Employer. GGE provides equal employment opportunities to all employees, job applicants, interns, and volunteers without regard to race, color, religion, creed, political association, ancestry, sex, sexual orientation, gender identity or expression, marital or partnership status, national origin, immigration or citizenship status, age, military or veteran status, pregnancy, caregiver status, handicap or disability, genetic information or characteristic, unemployment status, arrest or conviction record, credit history, status as a victim or survivor of domestic violence, sex offenses, or stalking, or status in any group protected by federal, state, or local law in accordance with applicable law.