



Diversity & Outreach Specialist

Our New VISION All youth feel safe, accepted, and supported.

Our New MISSION The Bridge for Youth centers youth voice, justice, and equity in all we do, and empowers youth experiencing homelessness through safe shelter, basic needs, and healthy relationships.

Our New VALUES

Patience - We give space for youth to make decisions on their own timeline in their own way. Love and Caring - We believe in acceptance, empathy, and non-judgment. Communication - We engage in intentional dialogue to understand each other's truths. Integrity - We actively learn, grow, and change to align our actions in equity and justice. Co-Creation - We seek connection to amplify the voice of youth and each other. Community - We stand together for youth and for each other.

Position Information

Position: Diversity & Outreach Specialist

Job Type: Full-Time

Classification: Non-Exempt

Reports to: Senior Program Manager

Posting Date: December 8, 2021

Closing Date: Open until filled

Compensation: \$19/hr - \$22/hr

Position Overview

The Bridge for Youth (BFY) centers youth voice, justice, and equity in all we do, and empowers youth experiencing homelessness through safe shelter, basic needs, and healthy relationships. For over 50 years, The Bridge has been at the forefront of addressing youth homelessness in Minnesota, positively impacting the lives of the most vulnerable youth in our community, through youth-centered programs that offer a pathway out of poverty and chronic homelessness.

The Diversity & Outreach Specialist will focus on facilitation of So What If I Am support group, Youth Advisory Board, LGBTQ case management and Mobile Youth Outreach Center (MYOC). This position operates within a framework of agency philosophy and goals, including team commitment and cooperation among services and programs. The Diversity Specialist portion of the position identifies, develops and implements events and activities that align and expand The Bridge for Youth's (BFY) diversity and inclusion efforts.

Benefits

- Competitive health, dental, vision and ancillary benefits
- Company paid life insurance and long-term disability
- 403b (immediate contribution and vesting) with up to 4% match after one year of employment
- Up to 20 days of PTO first year of employment, in addition to 14 paid holidays
- Pet friendly
- All staff receive free and unlimited access to virtual health care, mental health counseling, dermatology, back pain, nutrition and medical advice

Key Responsibilities

Programmatic

- Facilitate weekly So What if I Am support group for youth

- Initiate, develop and maintain positive direct relationships with youth within the program and community
- Provide case management services to the youth within the program and community
- Provide counseling, harm reduction and safety planning to youth as needed
- Provide direct milieu therapeutic strategies and techniques with the youth in group and individual settings
- Provide direct care, supervision, support, guidance, and role modeling to the youth while working on the program floor and in the community
- Develop and foster a professional working relationship with legal guardian/family of youth
- Professionally interact and collaborate with outside agencies and service providers to refer and to ensure that a continuum of care for the youth and their families is achieved
- Create, develop and carry out specific strategies and activities that coincide with providing a sense of safety, security and stability for the youth and their families
- Co-facilitate and lead group sessions

Mobile Youth Outreach Center (MYOC)

- As a member of the outreach team, this position will focus approximately three days a week to the MYOC providing site, event and street-based outreach within community
- Responsible for loading and unloading outreach supplies from MYOC
- Provide a variety of resources including housing referrals, food, clothing, hygiene products and harm reduction resources
- Partner with other Streetworks Green Bag certified outreach workers within the community

Administrative Duties

- Responsible for maintaining youth files
- Assist in development of skills curriculum specifically for SWIA and YAB
- Document statistical, data management information and grant narratives as needed
- Mentor and provide training on Gender Sensitivity and Cultural Diversity to staff, volunteers and interns
- Adhere to agency standards and procedures for scheduling, file work, and record-keeping
- Develop and implement events and activities that align and expand BFY's diversity and inclusion efforts

Technology Skills Required

- Hands on knowledge of record keeping in a digitized environment, expertise in text messaging and other digital communication methods
- Proficiency in utilizing virtual meeting platforms
- Equipment used - computer, electronic mail system, telephone, and cell phone
- Proficiency with Microsoft platforms

Qualifications

Education & Experience

- Required
 - Two years of experience working with youth in a similar setting
 - Demonstrated ability to work individually and with a team
 - Demonstrates good communication skills orally and in writing
 - Ability to demonstrate commitment to diversity and inclusion
 - Must be comfortable driving a metro mobility sized vehicle to BFY partner sites and around the

- community
- Must have valid driver's license, acceptable driving record and proper automobile insurance limits (\$100,000/\$300,000) per accident
- Must complete Department of Transportation (DOT) exam
- Must clear a background check

- Preferred
 - Identifying as an LGBTQ+ and/or QBIPOC community member
 - Bachelor's/Associate's degree
 - Bi-lingual (English-Spanish)
 - Experience working with youth and families in crisis in similar setting
 - Satisfactory driving record and current proof of automobile insurance
 - Streetworks Green Bag certified

Working Hours

- Full-time hourly position; including shift hours working evenings, including some weekend and holiday hours

Physical Aspects of the Job

- The incumbent must be able to travel to attend agency meetings and events. This position requires public speaking and the ability to regularly use the telephone and the computer
- Ability to lift to 50 lbs. at a time
- Must be able to climb stairs
- Must be able to bend and lift

To Apply

Submit cover letter, references and resume to resume@bridgeforyouth.org

The Bridge for Youth is an Equal Opportunity Employer committed to embracing diversity and individuality and opposed to practices which discriminate on basis of race, gender, sexual orientation, religion, handicap, disability, age, or nationality. We apply this policy of unbiased consideration not only to our employment practices, but also to any contractual opportunities. We are further committed to taking affirmative action to ensure these opportunities are accessible to individuals who meet the qualifications, and we encourage all interested parties to apply. EEO/AA.