



## Job Announcement

### ACLU of San Diego & Imperial Counties

### Community Education & Training Advocate

The ACLU of San Diego & Imperial Counties (ACLU-SDIC) is seeking a full-time **Community Education & Training Advocate** to work as part of our local team to broaden and maximize our efforts to: educate marginalized communities about their constitutional rights and to build capacity in the education, social service, community health, and faith sectors.

Under the direction of the Advocacy Director and working in collaboration with the legal and communications departments, the Community Education & Training Advocate will play an integral role in developing programs to ensure the ACLU-SDIC affiliate is effective in reaching immigrant, AMEMSA (Arab, Middle Eastern, Muslim, Southeast Asian), LGBTQ, and low-income people, and communities of color that disproportionately experience higher rates of constitutional rights abuses. This position will ensure strategic expansion of the ACLU-SDIC's community education program and will help advance our organization's mission, vision and integrated advocacy model.

#### **About the ACLU of San Diego & Imperial Counties and ACLU of California Affiliates**

The ACLU-SDIC is a civil liberties and civil rights organization that uses the tools of litigation, legislation, policy, communications, and organizing to advance equality, freedom, and justice. The ACLU-SDIC is one of three affiliates comprising the ACLU of California. In addition to the San Diego-based office, ACLU of California offices are located Los Angeles, Orange County, the Inland Empire and Fresno (ACLU of Southern California); and San Francisco and Fresno (ACLU of Northern California); and a Sacramento Center for Advocacy and Policy. Together, the ACLU-CA affiliates employ more than 160 staff and have more than 200,000 members. In addition to robust collaboration across the ACLU state and national networks, the ACLU-SDIC values strategic partnerships and collaboration with community organizations and groups region-wide.

The ACLU-SDIC utilizes an integrated approach to our advocacy work and has a proven track record of success combining litigation, policy advocacy, legislation, research and analysis, public education, strategic communications, and community organizing to achieve meaningful social change.

#### **Key areas of work**

Based in San Diego, the Community Education & Training Advocate will focus on the following work areas:

- Create a training curriculum for Know Your Rights (KYR) Ambassador program (train the trainers).
- Build diverse coalition of KYR trainers.
- Identify areas of high need to run KYR workshops.
- Build a comprehensive network of organizational and community train-the-trainers to expand the reach of our community education via existing multi-sector partners (faith, social service, small business, community clinics, etc.).
- Work with the legal department to curate KYR content and talking points; draft and update KYR copy.
- Work with communications department to develop and implement innovative, creative and culturally competent multi-media Know Your Rights education.
- Develop KYR materials and trainings that are culturally competent and relatable.
- Create community presentations on the work and scope of the ACLU.
- Identify non-traditional partnerships to disseminate KYR information.
- Ensure that community education programs are linked to organization's legal and policy advocacy program and help to support and leverage our advocacy campaigns.
- Develop and implement community education and training strategy that will support and advance organizational vision and goals.

- Strengthen relationships with local AMEMSA community leaders and organizations.

### **Qualifications**

- Bachelor's degree required with four years' related experience. Relevant experience may include advocacy, teaching, community organizing, or policy advocacy.
- Knowledge of local, state and federal governments.
- Ability to explain complex policy principles in simple terms.
- Proven track record in developing training curriculum.
- Demonstrated ability to maintain high-quality interactions and clear and consistent communications with team members and organizational partners.
- Experience as an effective educator and/or trainer.
- Experience training and managing volunteers.
- Experience training and supervising college interns/fellows.
- Strong verbal and written communications.
- Ability to negotiate, compromise and solve problems in coalition settings.
- Cultural competency with diverse communities and cross-cultural communications.

### **The ideal team member will also possess**

- Excellent interpersonal skills, time management skills, and ability to juggle multiple projects on a daily basis.
- Ability and willingness to be a self-starter who can work independently and in teams.
- Personal qualities of humility, capacity for self-reflection, and a sense of humor.
- Demonstrated ability to be a productive member of a diverse community, respect differences while working toward shared goals, be comfortable with periods of ambiguity, and provide constructive participation in ongoing program development.
- A desire and vision to protect and advance civil rights and civil liberties.
- Bilingual or multi-lingual preferred.
- Valid driver's license; some travel is required.

### **Reporting & supervision**

The Community Education & Training Advocate will report to the Advocacy Director and be a crucial member of the organization's Advocacy Department.

### **Compensation**

Salary based on experience. Excellent benefits.

### **Application Procedure:**

Interested individuals must send a cover letter, resume, and a list of five references. **Please send application package by July 26, 2017**, preferably by e-mail to [jobs@aclusandiego.org](mailto:jobs@aclusandiego.org) or by mail to:

ACLU of San Diego & Imperial Counties  
ATTN: Deputy Director  
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*The ACLU is an equal opportunity/affirmative action employer and encourages applications from women, people of color, persons with disabilities, lesbian, gay, bisexual, and transgender individuals, and veterans.*