



Position Announcement: Equity & Access Coordinator

Organizational Overview:

The Oregon Coalition Against Domestic & Sexual Violence (OCADSV) is a feminist statewide nonprofit corporation comprised of 52 member programs. We offer a number of support services to providers and community partners including systems advocacy; the 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 to pass 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 & Access Coordinator will develop and implement a program of community organization, systems advocacy, training, and technical assistance for domestic violence 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 is oppression. Thus, engaging in anti-oppression work is prevention work. All positions at OCADSV are rooted in this theory.

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 and sexual violence programs to assist them in program development.

This assistance will be provided through:

- Telephonic and electronic communications
- Periodic mailings, toolkits, and other publications, including articles for the monthly e-newsletter
- Research
- Site visits to member programs

Training: Identify the training needs of domestic and sexual violence 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, and equitable and inclusive service provision. Contribute to the content, design, and implementation of trainings.

Systems Advocacy: Coordinate and lead the OCADSV Workgroups as assigned. Current examples of Workgroups: Communities of Color Task Force, the Queer Caucus, and others. Participate in and develop workgroups with underserved communities to identify gaps and barriers for survivors.

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 the annual OCADSV statewide conference. Contribute to the content, design, and implementation of events, trainings, and conferences.

Project Coordination: Assist in coordinating OCADSV's Awareness Months 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 the intersections of oppressions.
8. Experience conducting research utilizing a wide range of sources including workgroups, focus groups, the Internet, and identification of alternative information sources.
9. Excellent oral and written communication skills. Knowledge and application of Microsoft Office Suite and the internet.
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 to one, insurance, a valid driver's license, and an 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 \$48-53k.

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.

Please email your cover letter, resume.

This position is open until filled, but resumes will begin to be reviewed October 5th, 2021.

Jobs@ocadsv.org

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