



OUT MetroWest Job Posting: Part-Time Adult Advisor

Mission: OUT MetroWest builds communities where LGBTQ+ youth thrive.

Organizational Values:

- Affirming LGBTQ+ identities through positive role modeling.
- Challenging ableism, classism, misogyny, racism, and other systems of oppression.
- Creating supportive spaces where LGBTQ+ youth can be themselves.
- Respecting, embracing, and celebrating diversity.
- Treating people with care and compassion.

Position Description:

Adult Advisors plan and co-facilitate OUT MetroWest's programs, which support the health and emotional well-being of LGBTQ+ youth from across the MetroWest Boston region. Programs include a mix of structured activities and casual down time for socializing. They provide a place for LGBTQ+ youth to meet friends, connect with invested LGBTQ+ adult role models, and build community. Sample activities include icebreakers, crafts, games, discussions, workshops, and panels. Sample discussion topics include LGBTQ+ history and icons, activism, relationships, mental health, culture, self-expression, and self-advocacy. An LGBTQ-identified mental health clinician is present at all programs, to provide support in group settings and one-to-one conversation with youth, when requested.

We seek applications for Adult Advisors for all of our programs. Aside from Satellite Programs, all programs below are held at our youth-focused, accessible space in Downtown Framingham.

Our current programs include:

- **Prism**, for LGBTQ+ high school youth—every Monday, 6:45-8:30pm.
- **Nexus**, for LGBTQ+ middle school youth—every Tuesday, 6:30-8pm.
- **Umbrella** for transgender and gender nonconforming high school youth—every Wednesday, 6:45-8:30pm.
- **Drop-In**, for LGBTQ+ middle and high school youth—doors open at 6:00pm for all above programs, so youth can come early for casual, unstructured time to hang out and visit the therapist.
- **Satellite Programs** for middle and high school youth throughout MetroWest communities
- **Peer Leader Meetings** every 4th Monday from 5-6pm.
 - Peer Leaders leading Prism will meet in person at 160 Hollis Street, Framingham, MA, all other Peer Leaders will join virtually
- **Quarterly Planning meetings**, every September, November, February and May we meet to plan programs. These are typically held on a Thursday evening.
- **Mid Quarter Meeting:** Between Quarterly Planning Meetings, the staff meet virtually to go over how programs are going and bring up any issues.

Reporting to the Program and Education Manager, Adult Advisors help to ensure that our youth programs reflect the values to which we are committed as an organization. This includes (but is not limited to) meaningfully integrating different perspectives and experiences into program content, participating in trainings on topics related to diversity and inclusion, examining our programs for the influence of bias and making shifts to be more inclusive, and collaborating with partners in the community who help OUT MetroWest to embody these values.

Essential functions of this position include attending meetings and programs, working at a computer, communicating via phone or email, and assisting with set-up for youth programs.

To learn more about the history of OUT MetroWest, visit here: [Mission, Values, and History – OUT MetroWest](#)

To learn more about our commitment to racial justice, visit here: [Commitment to Racial Justice – OUT MetroWest](#)

To learn more about the team you'd be joining visit here: [Our Team – OUT MetroWest](#)

You are a good fit for the position if many of the following are true about you:

- Competent in LGBTQ+ issues, with explicit understanding of gender identity and expression
- Understand and have experience working with youth (preferably LGBTQ+)
- Demonstrated commitment to OUT MetroWest's value of challenging ableism, classism, misogyny, racism, and other systems of oppression; willingness to continue to learn and grow in this work
- Experience creating and facilitating youth programs
- Punctual and reliable
- Ability to facilitate conversations about complex and/or challenging topics
- Able to work both independently and as part of a team
- Comfortable using and learning to use computer-based technology, in the case of need for virtual programming
- Proficient in a language other than English, particularly Portuguese

Must have satisfactory SORI and MA State CORI background checks.

Compensation:

\$25.50/hour. For a sense of time commitment: Adult Advisors arrive 15 minutes prior to the beginning of each program for a staff huddle and stay for a half-hour after each program ends, for a staff meeting to debrief and discuss future programs. In addition to attending programs and pre/post meetings, one Adult Advisor spends approximately 1.5 hours planning each program and that responsibility rotates between Adult Advisors.

Bi-lingual staff who speak Spanish or Portuguese in addition to English will be compensated for translating services done on staff time.

To Apply:

Complete the application form at <https://tinyurl.com/workatoutmetrowest>. Note the application asks for the following:

- A personal statement--In no more than 500 words, please share why you are interested in this position and how you believe you meet the qualifications. Responses of any word count of 500 or less will receive equal consideration.
- For applicants to either 1) upload a resume or list of relevant experiences OR 2) provide a LinkedIn profile url
- For applicants to indicate which program(s) for which they are applying

OUT MetroWest is an equal opportunity employer and actively seeks candidates from diverse backgrounds including Black, Indigenous, People of Color and the LGBTQ+ community. We actively work toward an anti-racist community that recognizes and aims to address the negative impacts of white supremacy.

Please email programs@outmetrowest.org with any questions!