

INTERCULTURAL FOUNDATIONS

POSITION OPEN: Intercultural Foundations Facilitator

Position Title: YWCA Olympia Intercultural Foundations Facilitator

Purpose: The Intercultural Foundations Facilitator will support the Racial Justice Director and Intercultural Foundations Coordinator by assisting in planning and co-facilitating Intercultural Foundations projects through various Intercultural Development Inventory assessments, debriefs, and related anti-oppression workshops. This position will also support additional activities related to YWCA's racial justice initiatives.

Intercultural Foundations Overview:

Intercultural Foundations (IF) is a cultural humility and organizational equity training and consulting program that provides an innovative and effective approach to addressing inequality in our communities. The program is designed to function as an "equity overhaul", and includes both one-on-one and group consultation with leadership and team members, followed by a series of quarterly 7-hour workshops. IF is structured as a long-term partnership with three phases. Completion of all phases of the program model takes place over 2-3 years. The purpose of the program is to shift organizations into a social justice framework that contributes to institutional change.

IF utilizes a cross-culturally validated tool called the Intercultural Development Inventory (IDI). The IDI assesses the respondent's level of intercultural competency, and their mindset/skill-set most often present when navigating intercultural differences. With the detailed information IDI provides, Intercultural Foundations creates highly responsive and customized trainings, group and individual intercultural development plans, and ongoing consulting services specific to the group's equity and inclusion goals.

Key Responsibilities:

- Work with YWCA's Racial Justice Director and IF Program Coordinator to implement rigorous cultural humility and anti-racist organizational development services in various community sectors, such as non-profit organizations, businesses, state government, etc.
- Complete administrative tasks for the program, such as: tracking client data and program services, managing billing and invoicing, maintaining contact with client partners, and assistance with managing the IF team schedule
- Work collaboratively with the IF team to build creative and informative anti-oppression workshops for client organizations
- Work one-on-one with program participants to facilitate their learning and development around anti-oppression concepts
- Schedule and co-facilitate IDI assessment debriefs and workshops at various client organizations

- Assist in creating an engaging “safer” learning environment for anti-oppression workshops on various topics
- Assist with marketing, outreach and scheduling logistics for IF presentations, IDI debriefs, and workshops
- Engage with local community organizations, businesses, and state agencies to raise awareness about the purpose of Intercultural Foundations
- Attend YWCA of Olympia all-staff meetings and events, including participating in collective discussions and decision-making around agency development

Intercultural Foundations Facilitator Summary of Qualifications:

Has experience with group facilitation process. Must be competent in the understanding of various systems of oppression and the issue of institutional racism. Can provide effective educational opportunities in the community through a co-facilitation process. Does well with diverse groups of people and possesses cultural humility knowledge and insight.

Required Qualifications:

- Ability to attend IDI Qualified Administrator Training in **Portland OR, November 13-15, 2019** (all expenses paid)
- Committed to racial justice, equity, and social change through both personal action and the support of others
- Commitment to the YWCA of Olympia’s mission to eliminate racism and empower womxn, and dedication to an intersectional feminist framework
- Possess strong facilitation and communication skills and techniques
- Independent worker with a commitment to strong dependability
- Can actively demonstrate the ability to problem-solve with individuals and groups
- Can effectively navigate intercultural conflict and contentious dialogue
- Must submit and pass a Criminal Background Check
- Must have reliable transportation

Preferred Qualifications:

- Experience working to dismantle institutional racism and systemic oppression
- Experience facilitating or co-facilitating meetings, trainings, or workshops related to intercultural competency and anti-oppression
- Excellent interpersonal skills and experience working with diverse populations
- Independent, self-motivated, and highly organized

Time Commitment and Compensation: 10-15 hours per week, which may include occasional evenings or weekends. Salary range is \$15-\$16 per hour depending on experience, with potential increase in hours and salary in 2020.

Primary Working Location: YWCA Olympia, 220 Union Ave SE, Olympia WA 98501

To Apply: Please submit resume and letter of interest to HR@ywcaofolympia.org

Questions: Lanessa Inman, Racial Justice Director: linman@ywcaofolympia.org, (360) 352-0593

NOTE: Position open until filled.

YWCA Olympia is actively recruiting persons from various ethnic and cultural backgrounds to enhance service to our diverse communities. Diverse and bilingual candidates are encouraged to apply. YWCA Olympia is an Equal Opportunity Employer.