



**American Civil Liberties Union of Florida**

**Northwest Regional Office**

LGBT Community Organizer

Position Description

**Job Description**

The ACLU of Florida seeks a half-time LGBT Community Organizer to develop, organize and manage an advocacy campaign to advance and defend lesbian, gay, bisexual, and transgender (LGBT rights) in Northwest Florida. The campaign will focus on public education (in schools and the community), coalition building, and grassroots organizing and political advocacy. The position is 20 hours per week and will be based in the ACLU of Florida's Northwest Regional Office in Pensacola. The LGBT Community Organizer will report to the Northwest Regional Director. The ACLU's Northwest Regional Office is responsible for organizing civil liberties activities in Northwest Florida. This position will begin immediately with the likelihood of expanding to full time in April 2012 to encompass additional ACLU of Florida priorities issues, including but not limited to criminal justice reform, women's rights, and drug policy reform.

The American Civil Liberties Union of Florida (ACLU of Florida) is freedom's watchdog, working daily in the courts, legislatures and communities to defend individual rights and personal freedoms guaranteed by the Constitution and the Bill of Rights.

**Primary Responsibilities**

The LGBT Community Organizer will:

- Develop an organizing and advocacy strategy to increase public awareness and understanding of LGBT rights in Northwest Florida and advance and defend equal protection laws / ordinances.
- Manage a campaign to educate and identify new supporters of LGBT rights in Northwest Florida, and obtain commitments from persons who are willing to work for and support LGBT equality.
- Assist with implementation of anti-bullying/safe schools and Gay-Straight Alliance (GSA) training for teachers, guidance counselors and other interested adults. Develop curriculum and program activities for GSA sponsors to use throughout the year at GSA meetings.
- Advocate for anti-bullying/safe schools training in teacher education at the University of West Florida and for current teachers by way of continuing education units.
- Develop program and educational opportunities to reduce homophobia in schools and in the community at large.
- Develop a diverse alliance of religious leaders that will speak out publically and advocate for equal rights for LGBT people.
- Develop program and educational opportunities to reduce discrimination for LGBT people and people with HIV/AIDS.

- Advocate for the addition of protection for LGBT people and gender identity and expression to nondiscrimination laws in local communities.
- Develop a diverse alliance of organizations and businesses and community leaders who will speak out publically and advocate for equal rights for LGBT people.
- Coordinate with and lead coalition partners on LGBT-related issues throughout the Northwest region with a particular focus on outreach to communities of color, military and religious communities.
- Work with the national ACLU LGBT Project, ACLU of Florida Advocacy Coordinator and other national, state and regional organizations to expand constitutional rights of LGBT individuals and their families.
- Manage a public education and engagement campaign to energize the LGBT community and allies, identifying supporters, activists and volunteers who support equality.

### **Qualifications**

- a Bachelor’s degree or equivalent experience;
- a minimum of one year experience with organizing and grassroots mobilization;
- a demonstrated commitment to civil liberties and civil rights and the mission of the ACLU;
- familiarity and experience with LGBT issues;
- excellent communication skills, both written and oral;
- an ability to keep organized in a fast-paced environment and to manage several projects simultaneously;
- strong computer skills, including proficiency in using Microsoft Office programs (Word, Excel, Access, PowerPoint and Publisher);
- familiarity with social media networking;
- experience in supervising and motivating volunteers;
- working cooperatively with diverse groups and organizations;
- ability to build vision, to stimulate, and inspire others;
- ability to attend evening and weekend meetings, and to travel throughout Escambia, Santa Rosa, Okaloosa and Walton counties Florida;
- fluency in Spanish is a plus, but not required.

**Salary and Benefits:** Salary will be set depending upon experience. The ACLU provides excellent benefits including health and dental insurance with generous vacation, holiday and sick leave policies, as well as a 401K Plan with an employer contribution.

### **Application Process:**

Please send cover letter and resume by email to [jobsnw@acluf.org](mailto:jobsnw@acluf.org) or by mail to:

*Susan Watson Regional Director  
ACLU of Florida  
P. O. Box 12723  
Pensacola, Florida 32591*

***All inquiries should include “LGBT Community Organizer Applicant” in the subject line or reference field and all attachments should be in Microsoft Word or pdf format.***

*Applications will be accepted until the position is filled. Please indicate where you learned of this job posting.*

***The ACLU is an affirmative action/equal opportunity employer. Women, people of color, persons with disabilities, and lesbians, gay men, bisexuals and transgender persons are particularly encouraged to apply.***