

YOUTH CELEBRATE DIVERSITY

Role Description – Adult Mentor

Overview

Adult Mentors are responsible for the successful recruitment, support and empowerment of a local youth-led chapter of YCD. Each chapter of 5-25 youth meets weekly to engage in youth-led discussion and activities related to inclusion, equity and social justice; to build and deepen relationships and belonging among youth; and to create and conduct one major project for the year that advances inclusion and justice in the local community. Each chapter has a minimum of two adult mentors to support it.

Primary Duties and Responsibilities

1. **Plan:** Using the YCD model as a guide, and in consultation with student leaders for the chapter, set a draft schedule for the chapter to meet weekly, with breaks for holidays. Arrange for a meeting space for chapter meetings with necessary approvals. Arrive early before meetings to setup, and cleanup the meeting space when finished, as necessary. Recruit student assistance for setup/cleanup if needed.
2. **Recruit:** Publicize the opportunity to join the chapter to all youth in the local community, with support from YCD staff. Monitor sign-ups to ensure sufficient numbers of students register to join, and ensure diversity of students in the chapter, with attention paid specifically to racial and gender representation in the group.
3. **Train:** Attend YCD's Student Leadership Bootcamp, along with student leaders for the chapter, to engage in training on how to lead group discussion, drive a group toward consensus, and manage challenging interpersonal interactions, so that the student leaders are equipped to lead all chapter meetings independently.
4. **Supervise:** Provide a supportive presence during all chapter meetings. Intervene only when absolutely necessary or to protect the safety of students involved. Record and report attendance of student participation to YCD, and ensure all student participants have registered for YCD through the YCD website.

5. **Mentor:** Provide feedback to student leaders on a weekly basis so they can continually grow their skills in managing a group of peers.
6. **Manage:** Maintain supplies and manage a small budget for local expenditures.
7. **Learn:** Attend a monthly virtual meeting with other adult mentors from other chapters to share successes and challenges, and to learn from one another. Chaperone youth participants to attend YCD's Colorado Youth Diversity Conference in February 2024.
8. **Support:** Provide an on-the-ground point of contact for inquiries related to the program.

Qualifications

The ideal candidate is a credentialed middle or high school educator with at least three or more years of classroom experience, or a local organizer with a background in social work, psychology, education, or related space and who works regularly with diverse groups of youth.

Qualifications include:

- A deep understanding of one's own identity and privilege, and an ability to engage others on these topics in an honest, transparent and constructive manner.
- The ability to effectively mentor, facilitate and guide young people through challenging conversations, including topics such as identity, race and ethnicity, stereotypes, understanding political differences or current events, and more.
- The ability to support and empower young people in their decision-making process, without influencing or overwhelming the process with one's own viewpoints.
- The ability to positively engage with a wide range of stakeholders and cultures, including parents, teachers, school administrators, school board members, volunteers, and others from urban, suburban and rural areas of the state.
- Passion, idealism, integrity, a positive attitude, and an enduring commitment to support all young people.

Compensation

YCD estimates the total commitment for this role to be roughly 55 hours of work spread over a 7-month period. Work begins in October 2023 and will complete in April 2024. Most obligations are on weekday evenings (approximately 2 hours per week); there are a limited number of Saturday obligations as well.

In recognition of the work required to make this role a success, YCD is prepared to offer a stipend of \$750 per mentor, split between two payments of \$375.

No benefits are available outside of the stipend and bonus mentioned above. This role is considered a contractor and not an employee of YCD. The role is renewable annually, pending review from YCD staff.

Application Process

Please contact Sybenie Hernandez at (303) 335-9585 or shernandez@ycdiversity.org to express interest in the role.

About Youth Celebrate Diversity

YCD supports students and teachers organizing locally, educating themselves and their peers, and taking action for inclusion and social justice. Refined over years with feedback from thousands of students from a wide variety of backgrounds, the YCD Program is a process and approach for students to organize locally, work together throughout the school year toward gaining the knowledge and skills to make change, and take action. Our vision is that one day, every teen in America will feel safe to achieve in school, no matter who they are. For more information, visit ycdiversity.org.