



Position Title: LGBTQ+ Victim Advocate

Who We Are: CORA (Community Overcoming Relationship Abuse) is the only agency in San Mateo County providing crisis intervention and supportive services to survivors of domestic violence and their children. We provide legal assistance, education and outreach, community-based advocacy, individual and group counseling, a 24-hour hotline, emergency response through our collaboration with law enforcement, two emergency shelters and supportive housing to survivors of intimate partner violence/abuse.

The Position: The LGBTQ+ Victim Advocate should promote CORA's culture, building effective relationships both inside and outside the organization. Knowledge and experience in trauma-informed domestic violence is a strong preference. The LGBTQ+ Victim Advocate must share a passion for our mission, be an adaptable, self-reflective, empathetic team player with strong interpersonal skills, and have a desire to support the needs of LGBTQ+ survivors of intimate partner abuse. The LGBTQ+ Victim Advocate will bring a sophisticated understanding of cultural competency, conflict resolution and demonstrate self-initiative and a genuine interest in professional and personal growth. This individual should also demonstrate interest and proven skill in implementing best practices.

Position Summary: The LGBTQ+ Victim Advocate conducts meaningful community outreach and educational workshops about LGBTQ-specific domestic violence relationships; collaborates with schools, community organizations, and other stakeholders to increase awareness and access to services as well as promote positive outcomes for LGBTQ+ relationship abuse; and develops and disseminates information and resources within CORA and throughout the community. The LGBTQ+ Victim Advocate will be stationed at CORA's Community Office, and will be expected to travel to and from the Transitional Housing apartments, Emergency Safe houses, and our Satellite locations as needed.

Primary Responsibilities:

- Under guidance of LGBTQ+ Clinical Coordinator, provide meaningful outreach to increase access to services and inform survivors of their rights through tabling events, and other public opportunities throughout San Mateo County, expanding CORA's presence in the LGBTQ+ community.
- In collaboration with LGBTQ+ Clinical Coordinator to schedule and provide educational and skill building workshops to LGBTQ identified populations.
- Provide all staff with cultural sensitivity training.
- Work closely with CORA's LGBTQ+ Clinical Coordinator to coordinate culturally sensitive services.
- Work to improve and implement better DV screening for LGBTQ identified populations
- Partner with CORA's legal team to provide criminal justice support and advocacy
- Make appropriate referrals to CORA programs and other agencies.
- Establish new community relationships while maintaining strong ties with existing partner organizations.
- Provide peer counseling and psychoeducation as directed by LGBTQ+ Clinical Coordinator.
- Revise, develop and distribute marketing and awareness materials.
- Provide information and assistance to LGBTQ identified clients in seeking crime victim compensation services.
- Provide a leadership role in informing, developing, and implementing activities to increase awareness during National Domestic Violence Awareness Month.
- Coordinate efforts with the San Mateo County PRIDE Coalition and the LGBTQ Commission in order to reach out to the broadest number of unserved LGBTQ clients.

- Participate in trainings and other meetings to advance CORA's educational materials and outreach/education strategies.
- Train and supervise volunteers to assist in outreach and educational efforts.
- Connect LGBTQ survivors with access to CORA's children's program.
- Identify relevant areas for additional community outreach and establish connections.

Required Skills:

- HS degree with a combination of education and experience in the areas of outreach and engagement in LGBTQ+ communities.
- Previous experience working directly with LGBTQ+ individuals affected by intimate partner abuse preferred, including completion of 40-hour domestic violence training.
- *Candidates who have not completed the training will be required to do so.*
- Demonstrated skill and experience with serving individuals and families who identify as LGBTQ and LGBTQ community
- Familiarity with community-based services in San Mateo County preferred.
- Ability to comprehend, speak and write in English and Spanish preferred.
- Demonstrated understanding and analysis on oppressed, marginalized and targeted groups.
- Knowledge of community issues, strong facilitation and organizational skills.
- Experience with public speaking and audience engagement, demonstrate excellent communication skills, both written and oral.
- Strong work ethic, self-directed, able to manage multiple tasks and a team player.
- Able to plan work schedule respective to program needs, including working evenings or weekends if needed.
- Ability to integrate feedback and utilize supervision.
- Proficient in Word, Excel, Outlook and PowerPoint
- Comfortable discussing intimate partner violence with the community.
- Valid CA driver's license, access to reliable transportation, and insurance required. Willingness to travel to multiple sites within San Mateo County.
- Background check, including fingerprinting clearance from the Department Justice; Demonstrate eligibility to work in the United States.

Reports to: LGBTQ Program Clinical Coordinator

Compensation: This is a part-time (min 15 hours a week up to 18) non-exempt position. Hourly is \$23.00 per hour, non-negotiable. This is a non-benefited position due to part time status.

To Apply: Please email resume and cover letter to: jobs@corasupport.org.

CORA History and Overview

CORA has provided services to survivors of intimate partner abuse for nearly 40 years. Our programs include Crisis Intervention Services, including a 24-hour hotline, collaboration with law enforcement, emergency shelter options, and supportive counseling. Family Support Services provides mental health therapy, supportive/transitional housing, and a children's program. CORA has robust legal services for survivors of domestic violence and provides educational workshops about the dynamics of domestic violence and healthy relationship skills.

CORA is strengths-based, collaborative, accessible, and client-centered. CORA believes that everyone deserves to be treated with respect in their intimate relationships. We provide safety, support and healing to individuals who experience abuse in an intimate relationship and educate the community to break the cycle of domestic violence. Regardless of a survivor's race, class, gender, sexual orientation, or culture, we save lives and provide an opportunity to begin again.

CORA inspires work of the highest caliber by fostering staff engagement through transparency and inclusion in agency decisions wherever possible. We strive to ensure our policies and communications reflect an appreciation of the impact of social inequities, historical and current, and actively promote healthy relationships amongst staff by demonstrating mutual respect in all our communications.

Websites: www.corasupport.org and www.teenrelationships.org

CORA is proud to be an equal opportunity employer. We seek diversity with respect to race, color, age, sex, (including breastfeeding and medical conditions related to breastfeeding), religion (including religious dress or grooming practices), national origin, mental or physical disability, genetic characteristics and information, ancestry, marital status, family status, political belief, sexual orientation, gender (including gender identity and expression), medical condition, military, or veteran status or any other category or status protected by Federal, State or other applicable laws.

All applicants are welcome. East Palo Alto residents and individuals who are bilingual, people of color, members of the LGBTQ community and/or survivors of domestic violence are strongly encouraged to apply. The position will remain open until filled.

No phone calls please.