



**POSITION:** Facilitator/Trainer – Racial Justice Education

**DEPARTMENT:** Center for Race & Gender Equity

**PAY RATE:** \$33-\$35/hour: Initial training period and \$200/session upon successful completion of training period

*This position is classified as an “as needed” professional consultant*

The Center for Race and Gender Equity offers trainings, consultation, and in-depth partnerships to educational organizations, corporations, non-profits, and government agencies who want to advance racial justice. The Facilitator/Trainer is responsible for creating an innovative learning schedule, curriculum development and presentation related to the following YWCA Greater Pittsburgh modules:

- **Understanding Racism**  
Analyzing the historical roots of racism, its impact on our current institutions, and understanding other diversity and inclusion terminology.
- **Cycle of Socialization**  
Understanding the way in which we are socialized using the research of a national authority on social justice issues.
- **Sphere of Influence**  
Centering individuals in racial justice work with a focus on self, taking action, and the power to be an advocate/ally/accomplice.
- **Microaggressions in the Workplace**  
Exploring the words and actions that, intentionally or unintentionally, create a negative or hostile space for members of certain groups.

**Interested individuals can submit a cover letter and resume at:**

<https://recruiting.paylocity.com/recruiting/jobs/All/88e5aa3f-3f08-4780-a497-77b5d386b97e/Young-Womens-Christian-Association-of-Pittsburgh>

## **ESSENTIAL JOB FUNCTIONS:**

- Implement YWCA Greater Pittsburgh's system change initiatives
- Work closely with our partners to identify areas of growth, and deliver training focusing on interpersonal communication and reflection that moves organizations toward a common goal
- Conduct equity interviews and assessment to determine training delivery, learning methods, objectives, outcomes, and next steps
- Design, implement and evaluate anti-racism, cultural competency and diversity, equity and inclusion trainings, workshops, dialogues and other race-related programs and activities
- Redesign, implement and evaluate the Study Circle program
- Cultivate and maintain internal and external partnerships
- Research and advocate for the elimination of race-based disparities
- Maintain high levels of customer satisfaction
- Maintain high levels of confidentiality when working with sensitive and personal client, vendor, employee, and contract information
- Effectively deal with sensitive information and occurrences
- Display consistent professionalism and courtesy when dealing with internal and external customers
- Promote and support the mission, imperatives, values, and goals of YWCA Greater Pittsburgh while maintaining high performance standards
- Participate in YWCA Greater Pittsburgh professional development opportunities and successfully implement new knowledge, skills, and procedures
- Perform other duties as assigned regarding the Center for Race and Gender Equity

**MINIMUM QUALIFICATIONS:** Bachelor's degree with three (3) years relevant experience and one (1) year supervisory/management experience OR Master's degree with one (1) year relevant experience and one (1) year supervisory/management experience.

## **KNOWLEDGE & SKILLS:**

- Knowledge of the system of oppression, group dynamics, and process
- Ability to research field related topics, synthesize data, and develop/deliver presentations
- Excellent written and verbal communication skills
- Ability to manage multiple projects concurrently
- Ability to collaborate with individuals from diverse backgrounds
- Proficient use of the Microsoft Office suite

## **ABOUT YWCA GREATER PITTSBURGH:**

Founded in 1867, YWCA Greater Pittsburgh is a member of a nationally recognized movement with a mission to eliminate racism, empower women, and promote peace, justice, freedom, and dignity for all. As a social justice organization, we have a deep commitment to tackling gender inequities and systemic racism; particularly in the places where these systems intersect. We provide direct services, empowerment

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programming and advocacy to support individuals and families, especially women and girls of color. We strive to become a model nonprofit workplace for a diverse workforce, ensuring that all staff members are paid a living wage and offered competitive benefits, and meaningful opportunities for professional development and career advancement.

**MISSION IMPACT:** YWCA Greater Pittsburgh employees work together to promote racial justice, reduce race, and gender disparities. We deliberately address the challenges and celebrate the triumphs of living at the intersection of race and gender. As a part of the YWCA Center for Race and Gender Equity, you will have the opportunity to build community around the vision of a world in which all women and girls, especially women and girls of color, have equitable access to personal and professional opportunities, free from racial injustice.

***Equal Employment Opportunity Policy:*** *YWCA Greater Pittsburgh will not discriminate against any applicant or employee on the basis of age, sex, sexual orientation, gender identification, gender expression, race, color, creed, ethnicity, origin, lineage or citizenship, genetic information, disability, marital status, military or veteran status or any other legally recognized protected basis under federal, state or local laws, regulations or ordinances. Applicants requiring reasonable accommodation to the application and/or interview process should notify a representative of the Human Resources Department.*

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**Interested individuals can submit a resume and cover letter to  
Linda Broman, Human Resources Director at [lbroman@ywcaph.org](mailto:lbroman@ywcaph.org)**