



## **DDBHH Community Education & Engagement Specialist**

### **Who We Are**

Family Tree Clinic is a leader in sexual and reproductive health care in the Twin Cities and Minnesota. Founded by community activists and volunteers in 1971, our vision is to eliminate health disparities through innovative, personalized sexual health care and education for diverse needs. We work to achieve this vision through providing patient-centered health care services, community education and outreach; and through developing alliances across the state to promote sexual health and freedom in our communities. The staff at Family Tree is a team of committed, passionate, and smart individuals who work hard and are eager to learn and grow together as we provide services and education to our community.

### **Core Value Statements**

Commitment to furthering social and reproductive justice: striving for and demonstrating a conscious awareness of cultural markers and lenses related (but not limited) to race, ethnicity, country of origin, religion, family narrative, gender identity, immigration status, gender presentation and expression, sexual orientation and expression, mental and physical ability, size, class, and age; sex positive; striving to center justice lenses in our daily work and long-term goals

Mission-focused: conveying passion for our mission with an understanding that our work evolves over time, and that there are many ways we accomplish our collective goals; supporting a workplace environment that is in service to our mission

Collaborative and accountable: being mindful of our differences and striving for self-awareness; accountable to colleagues, patients, clients and community members; acknowledging of one's own mistakes and striving to learn from them; supportive of ongoing learning

Direct and respectful: being honest, candid and straight-forward in a way that acknowledges the power of our words; assuming the best intentions when engaged in difficult conversations; conveying respect for each other and our clients; upholding workplace standards and Family Tree's mission in all of our interactions

### **Position Summary**

The Community Education and Engagement Specialist to the DDBHH is a passionate sexual and reproductive health educator and community engagement advocate with excellent proficiency in ASL and cultural competency working with Deaf, DeafBlind, DeafDisabled, Hard of Hearing, and Late-Deafened (DDBDDHLD) communities. This person will support the development and recruitment of health advocate clients, community meetings, public speaking

*Family Tree Clinic is an equal opportunity employer and is committed to building and maintaining a diverse staff that is representative of the communities we serve and live in. People of color, LGBTQ-identified individuals, people with disability and people from the local community are strongly encouraged to apply.*



## **DDBHH Community Education & Engagement Specialist**

engagements, “It’s That Easy” parent classes and other community-based engagement strategies including rapid testing for HIV. This person is responsible for providing one-to-one and group setting education on various sexual health topics, including parenting related to child sexual development and parent-child communication. This person will also work in health advocacy, outreach, referrals and non-directive counseling to the DDBDDHHL community. The Community Education and Engagement Specialist is a key team member working to further Family Tree’s mission, vision, and values through building partnerships with community organizations and providing presentations on healthy sexuality with diverse groups of DDBDDHHL adults and youth in various settings.

### **Primary Duties:**

- Provide comprehensive family planning and sexual health education to individuals and groups in various settings, including community organizations, parent groups, schools, correctional facilities, treatment programs, medical provider groups, etc.
- Deliver professional training to community groups, health care professionals, and collaborative partners to increase access to sexual health care for people in DDBDDHHL community.
- Coordinate and provide educational presentations on the topic of “Parents Are Sex Educators” (PASE), helping parents and caregivers increase their communication with their children of all ages on the topic of sexuality, using the It’s That Easy curriculum.
- Manage annual feedback sessions project, conducting interviews with DDBDDHHL community about barriers and expectations around accessing sexual health services.
- Develop and coordinate online content for Deaf, DeafBlind & Hard of Hearing Department on all social media platforms.

### **Collaborative responsibilities:**

- Work in a team with the DDBHH Department staff to ensure delivery of consistent, high quality, factual, comprehensive and person-centered education services.
- Work with the Deaf, DeafBlind, Hard of Hearing Services Director and other department staff to ensure Family Tree Clinic is accessible and culturally competent for DDBDDHHL patients seeking our healthcare services.
- Communicate to DDBHH Services Director the needs, goals and ongoing challenges and successes of the DDBHH Department.
- Track program statistics and stories for grant reporting and program management.

*Family Tree Clinic is an equal opportunity employer and is committed to building and maintaining a diverse staff that is representative of the communities we serve and live in. People of color, LGBTQ-identified individuals, people with disability and people from the local community are strongly encouraged to apply.*



## **DDBHH Community Education & Engagement Specialist**

- Assist with grant writing and fundraising for the DDBDDHHL Department by coming up with innovative ideas and providing information about the program to the grant writer.
- Provide on-site rapid HIV testing.

### **Independent responsibilities:**

- Stay up to date on sexual health information and curricula.
- Maintain confidentiality standards, including following HIPAA and organizational guidelines regarding protecting clients' health information.
- Identify community locations in Greater Minnesota to begin building a network of DDBDDHHL communities to engage on sexual health issues, including state offices for Deaf and Hard of Hearing Services.
- Participate in community coalitions and work groups to elevate the importance of sexual health access for DDBDDHHL folks, and folks otherwise at the margins and intersections of communities of color and LGBTQIA+ communities.
- Facilitate qualitative analysis process of annual feedback session project with a group of community members and staff.

### **Program/department coordination responsibilities:**

- Represent Family Tree Clinic and its Deaf, DeafBlind, and Hard of Hearing Department at community events, speaking engagements, deaf clubs, health fairs, community gatherings and other opportunities (could include bars and restaurants, or other alternative settings where community gathers).
- Seek out and strengthen relationships within the DDBDDHHL communities to facilitate the connection between Family Tree Clinic and communities.
- Support clinic in incorporating community feedback into clinic programs and services.
- Create and promote educational videos and content to share on social media.
- Work with the Director of Advancement to create, maintain and update education materials including print, video, web, and other materials.

**Supervisory responsibilities:** This position has no supervisory responsibilities.

### **Additional Duties (not a complete list):**

- Perform additional tasks and responsibilities as assigned

*Family Tree Clinic is an equal opportunity employer and is committed to building and maintaining a diverse staff that is representative of the communities we serve and live in. People of color, LGBTQ-identified individuals, people with disability and people from the local community are strongly encouraged to apply.*



## **DDBHH Community Education & Engagement Specialist**

### **Qualifications**

#### **Required:**

- Ability and willingness to challenge and change systemic and personal actions and behaviors that contribute to systems of oppression is required.
- Fluency in American Sign Language and enthusiastic presentation skills.
- Demonstrated interest for sexual health education and a base knowledge of reproductive and sexual health.
- Sex-positive, shame-free approach to sexual health topics.
- Excellent communication skills, and the ability to work with diverse populations including communities of color, LGBTQIA+ communities, and foreign-born communities.
- Demonstrated experience presenting and working with the public, including working with the DDBDDHLD communities.
- Strong professional boundaries with staff and community members.
- Dependable with excellent organization skills and a self-directed work style.
- Competency with a variety of basic computer programs.
- Must have dependable transportation.

#### **Preferred:**

- Experience with social media and video production skills.
- Bachelor's degree in a related field is preferred, or an equivalent combination of education and experience.
- Two years of work experience in community health, community organizing, community engagement, children & families, health education or a related field.

To help ensure the health and safety of our patients, clients, students, and staff, family tree requires all employees be fully vaccinated against the COVID-19 virus. All new employees are required to be either fully vaccinated, have received their first dose, and/or have received a booster shot within 2 weeks of hire. If you have questions about the vaccine policy, please contact our HR department at [dangelucci@familytreeclinic.org](mailto:dangelucci@familytreeclinic.org). Exceptions may be made for medical reasons and/or genuinely held religious beliefs.

### **Salary & Benefits:**

Starting hourly wage is \$20 - \$22 or higher based on experience and qualifications beyond what is required in the job description. This is a benefits-eligible position, with paid holiday, vacation and sick time, and 2% employer matched 401k. Full time benefits including medical insurance, dental insurance, vision insurance, life insurance and long-term disability insurance.

*Family Tree Clinic is an equal opportunity employer and is committed to building and maintaining a diverse staff that is representative of the communities we serve and live in. People of color, LGBTQ-identified individuals, people with disability and people from the local community are strongly encouraged to apply.*



## **DDBHH Community Education & Engagement Specialist**

**Hours:** 40 hours per week during clinic business hours (M-F). Some evening and weekend work may be needed.

**Supervisor:** The Deaf, DeafBlind, and Hard of Hearing Services Director

**Typical Working Conditions:** Hazards common to clinical and educational environments including potential exposure to communicable diseases.

- Requires some evening and weekend hours.
- Frequent travel around the metro area and sometimes Greater MN.
- Requires possible exposure to saliva through the delivery of rapid HIV testing.
- Family Tree Clinic is primarily a hearing organization with few folks who know some ASL. Interpreters will be provided for all meetings and upon request.

*Family Tree Clinic is an equal opportunity employer and is committed to building and maintaining a diverse staff that is representative of the communities we serve and live in. People of color, LGBTQ-identified individuals, people with disability and people from the local community are strongly encouraged to apply.*