



Juvenile Justice Sex Educator

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 Juvenile Justice sex educator will be delivering sex education to youth involved in the carceral system, as an educator embedded in Hennepin or Ramsey County Juvenile Detention Center 3 days a week, delivering evidence based curriculum with groups, and meeting with students 1:1. 2 days per week, this educator will visit other settings (schools and community orgs) as a sex education guest speaker, working with youth 5th grade and up, as well as parents. The educator will be joining a large, amazing team of sex educators who work in different settings, but love to come together for shared learning and support.

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Primary Duties:

Independent responsibilities

- Plan and facilitate sex ed programming in correctional facilities (weekly)
- Meet with youth in Juvenile Detention Center for supportive, educational 1:1 conversations about relationships and sexual health. (weekly)
- Manage programming independently, with limited supervision.
- Build and maintain strong relationships with key staff in correctional facilities and other locations where we can meet youth affected by corrections.
- Work to support positive changes in the JDC to increase youth wellbeing.
- Involve youth voices at JDC in a process to create programming that is relevant and engaging for residents. (monthly)
- Initiate requests to the team for help designing lesson plan content. (rarely)
- Implement curriculum with fidelity, including using federal fidelity monitoring logs. (often)
- Adapt curricula to be accessible to students with IEPs. (sometimes)
- Record demographic and attendance information. (often)
- Distribute health supplies (including condoms, pregnancy tests, and EC), promotional materials, and information about additional resources to participants.
- Offer support 1:1 about things like pregnancy test results and options, sexual violence, STI diagnoses, birth control, and coming out.
- Work with youth to help them access sexual and reproductive health care services and work towards self-defined sexual health goals

Shared responsibilities

- Facilitate sex education presentations serving schools, treatment centers, shelter and transitional housing programs, parent groups, and LGBTQ specific youth groups. The majority of this will be teaching puberty classes in elementary schools. (weekly)
- Facilitate professional trainings for adults who work with youth on topics like Sexual Orientation and Gender Identity, or how to be an approachable adult and exercise good boundaries on the topic of sex. (rarely)
- Design sessions that engage youth participants in creative, nontraditional ways of learning. (often)
- Build relationships with partner organizations, especially those serving BIPOC and LGBTQ people, to deliver programming and connect people to resources. Collaborate with representatives from other agencies.
- Collaborate with staff and youth from Hennepin County systems, Better Together Hennepin, and FTCs Health Education Director to design the work plan and desired outcomes for a pilot program, maintaining positive working relationship between our organizations.
- Uphold professional standards including trauma informed care, principles of Motivational Interviewing. and confidentiality guidelines.
- Participate in department and full staff meetings, organizational trainings, workshops, identity-based caucus groups, and meetings focused on racial justice & anti-oppression.

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- Engage in continuous professional development to ensure services are culturally relevant, trauma-informed, inclusive, accessible, and using the most current information and best practices available.
- Understand funding mechanisms of program and communicate with HED and Finance Director about spending.
- Connect youth to community resources.
- Table at community events.

Program/department coordination responsibilities

- Coordinate program administrative details, including:
 - Communicate frequently with funders, JDC staff, and community partners
 - schedule groups
 - plan and implement curriculum, engagement, and evaluation activities
 - write frequent grant reports

Additional Duties (not a complete list):

- Substitute for absent coworkers when possible (rarely)
- Proactively communicate needs to supervisor and team as they arise.
- Perform additional tasks and responsibilities as assigned. (rarely)
- Provide input and assistance to Health Educators and other Family Tree programs as needed. (sometimes)

Qualifications:

Required

- Bachelors degree in related field, or equivalent combination of education and experience.
- Passion for working with youth, particularly youth involved with county systems.
- Excitement about sex education.
- Enthusiastic facilitation/public speaking skills necessary.
- Experience and skill with education and training.
- Must be able to present multiple classes in a row most days of the week.
- Recognizes ways that race, gender identity, sexual orientation, and other identities (historically and presently) intersect and play out in classrooms, the workplace, and in county systems.
- Ability to professionally and strategically exercise clear boundaries when talking about sensitive topics.
- Ability to communicate successfully both verbally and in writing with a wide variety of people.
- Warm, welcoming, charismatic demeanor that helps people feel safe and engaged.
- Effective advocacy, conflict resolution and interpersonal skills.
- Dependable and motivated with self-directed work habits. Ability to work independently.
- Excellent organization skills, able to handle big picture and small detail aspects of work.
- Ability to handle multiple projects under stringent timeframes and changing priorities and conditions.

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- Collaborative work style.
- Incorporates constructive feedback and strives for personal growth.
- Current CPR or BLS certification or ability to complete Family Tree sponsored certification within 6 months of hire.
- Must be able to provide own dependable transportation on school teaching days.
- Ability and willingness to challenge and change systemic and personal actions and behaviors that contribute to systems of oppression within Family Tree is required, though with an understanding that you are also working in a correctional facility and that is a system outside of our control, and in which we need to be mindful and strategic with how we participate.
- Willingness to maintain any publicly visible social media accounts in a manner consistent with behavior expected of teachers or JDC staff.
- To help ensure the health and safety of our patients, clients, students, and staff, Family Tree does require all employees to be fully vaccinated against the COVID-19 virus. All new employees are required to be either fully vaccinated, receive their first dose, or receive any recommended booster shots within 2 weeks of hire. If you have questions about the vaccine policy, please contact our HR department at dangelucci@familytreeclinic.org. Exceptions may be made for medical reasons and/or genuinely held religious beliefs.
- Extensive background check and fingerprinting required, in accordance with federal correctional facility security requirements.

Preferred:

- Experience in Sex Education.
- Knowledge of family planning, sexually transmitted infections, general sexual health and adolescent development.
- Experience with Motivational Interviewing.
- Prior experience working with correctional facilities.
- Competency with a variety of basic computer programs (Google suite, word, Excel, Power Point, Canva, Zoom, etc.).
- Extensive experience and knowledge of working with BIPOC and LGBTQ communities.
- Familiarity with resources for trans and non-binary youth, such as support groups, LGBTQ community-based organizations, health and social services.
- Language proficiency beyond English.

Salary & Benefits: Hourly wage is \$22.42 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; 2% employer matched 401k; medical, dental, vision, life, and long-term disability insurances.

Hours: 40 hours per week, including some evenings and weekends as needed. At least some amount of early evening work will likely be needed on a weekly basis, as well as a few hours on Saturday a few times per month. Schedule will be created with intent to preserve 2 days off in a row most weeks.

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Supervisor: Health Education Director

Typical Working Conditions: The Juvenile Justice Sex Educator will experience a wide array of work environments, sometimes including:

- computer/screen time, sitting/typing/reading/virtual meetings in an open office environment with a sit/stand desk at Family Tree Clinic.
- Officing at Hennepin County JDC 3 days per week, in a small private or semi-private office.
- teaching in other community settings, often in classroom or small group type environments.
- Must be able to deliver presentations for several hours in a row several days per week.
- This position requires some lifting/carrying of teaching supplies and driving on non-JDC days. If desired, public transit can be used to get to JDC, which is downtown. Parking at JDC will be paid.
- This is an in-person position, but due to Covid-19, there are times that remote work could be required and some teaching may be virtual.
- There are hazards common to educational environments including potential exposure to communicable diseases. Air filters and personal protective equipment (PPE) such as masks, face shields and hand sanitizer are provided.
- The educator will practice trauma-informed and harm reduction support for youth, and will spend time with youth who could become violent, or are gang affiliated. Training on de-escalation, youth mental health crisis support, and self-protection measures will be provided to prepare for the unlikely event the educator is exposed to personal harm.
- Family Tree Educators will be exposed to weather and road conditions when traveling to teach, including evening travel and driving in snow.

How To Apply: Submit Cover Letter, Resume, and 3 references to Rebecca Driker Ohren (she/her/hers) at Rdrikerohren@familytreeclinic.org. No calls please. Position is open until filled.

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