



Kentucky Association of Sexual Assault Programs, Inc.
Job Description
Advocacy Specialist
(focus on Anti-oppression & Transformation)

Job Title:	Advocacy Specialist (Focus on Anti-Oppression & Transformation)
Salary Range:	\$42,000 - \$46,000
Anticipated Start Date:	August 2021
Reports to:	Executive Director

About KASAP

The Kentucky Association of Sexual Assault Programs, Inc. (KASAP) is the statewide coalition of the 13 rape crisis centers in the Commonwealth. The mission of KASAP is to speak with a unified voice against sexual victimization. As a coalition, KASAP provides technical assistance to member programs and professionals; advocates for improvements in public policy; fosters coalition building among members, organizations, and individuals committed to ending sexual violence; promotes prevention and public awareness regarding sexual assault and related issues; and maintains resources for sexual assault program staff and the public. KASAP does not provide direct services to survivors of sexual violence.

We are committed to serving all survivors and working toward the prevention of sexual violence. KASAP and its member programs ([local sexual assault programs](#)) do not discriminate against anyone on the basis of disability, sexual orientation, gender, sex, religion, race, color, national origin, immigration status, incarceration, age, socioeconomic status, level of education, language proficiency, veteran status, political affiliations, beliefs, or type of sexual victimization. Whether the violence occurred recently, years ago, or is still happening, we are here to help. All are welcome.

We acknowledge that sexual violence does not happen in a vacuum; it impacts different groups in different ways. We also recognize that each individual survivor and community member come to our programs with diverse backgrounds and multi-layered identities that affect their access to medical and sexual assault services, experience with the justice system, needs, and feelings of safety. As service providers, we are committed to meeting people where they are and working to ensure that our services are inclusive and responsive to the real needs of survivors.

Job Summary

The Advocacy Specialist is responsible for facilitating the transformation of Kentucky's anti-sexual violence work to better meet the needs of all survivors through the incorporation and practice of an anti-oppression framework evidenced through the provision of technical assistance, assistance with organizational change, creation of educational material, facilitation of trainings, and collaboration with community partners.

Job Duties and Responsibilities

- Facilitate the development and practice of a strategic paradigm shift from an anti-sexual assault framework to a more comprehensive anti-oppression framework
- Assist rape crisis centers with identifying and addressing gaps in services to historically marginalized survivors, criminalized survivors, and underserved communities

- Provide technical assistance to rape crisis centers on issues including, but not limited to: meaningful access to services, anti-oppressive outreach and services, anti-oppression based organizational practices, community accountability/ restorative justice/ transformative justice, anti-sexual violence movement history, and related needs as requested
- Support KASAP in the adoption and practice of anti-oppression based organizational practices
- Develop and facilitate trainings for KASAP's board, rape crisis centers, and community members on the intersections of sexual violence and anti-oppression
- Create and distribute resources and educational material on sexual violence for KASAP's board, rape crisis centers, survivors, and community members that centers an anti-oppression lens
- Identify and collaborate with community leaders and organizations working to end oppression across the state
- Generate opportunities for survivors from underserved, historically marginalized, and criminalized communities to guide the work of KASAP
- Serve as staff co-chair for KASAP's Anti-Oppression Work Group
- Serve as agency point of contact and representative for Project SAFE initiatives and meetings
- Support an inclusive and accessible online presence for KASAP
- Continuous evaluation of project impact

Job Requirements

Education and Experience

- Bachelor's degree in Women's and Gender Studies, Ethnic Studies, Social Work, Public Health, Sociology, Criminal Justice, or related field (equivalent on-the-job experience in a related field, or comparable combination of career and life experiences may substitute for a college degree)
- Minimum three years of experience providing training, community organizing, or advocacy in a community-based agency, with at least one year focused on anti-violence and anti-oppression topics
- Minimum two years of experience doing community organizing, outreach, and/or service provision with historically marginalized, criminalized, or underserved survivors of power-based violence

Knowledge, Skills, and Abilities

- Knowledge of anti-oppression theory and ability to move theory into praxis
- Ability to analyze complex issues from a macro, mezzo, and micro lens
- A passion for KASAP's mission and values, including a dedication to address sexual violence from an anti-oppression lens
- Understanding of the dynamics and impacts of sexual violence, especially as they intersect with oppression
- Ability to professionally represent KASAP, handle sensitive information, and maintain high levels of confidentiality
- Ability to manage multiple projects at one time, work independently and with a team, and meet deadlines within a flexible work structure
- Strong knowledge of Microsoft Word, Excel, PowerPoint, and Outlook
- Valid driver's license
- Ability to travel

Additional Preferred Qualifications

- Master's degree in Women's and Gender Studies, Ethnic Studies, Social Work, Public Health, Sociology, Criminal Justice, or related field
- Connections and relationships with statewide community organizations and individual leaders working to end various forms of oppression
- Experience with community collaboration and organizing with a demonstrated success with completing complex projects, including engaging and coordinating with other partners
- Experience with victim services and/or service systems
 - Understanding of the Kentucky rape crisis center service delivery system

Benefits and Workplace Culture

We are committed to creating an environment in which staff members from diverse backgrounds can get what they need to thrive. We offer medical, dental, and vision benefits, paid time off (PTO) vacation time, sick time, 1 work from home day per week, and more. A new employee can expect to work with minimal supervision independently and within a team structure. KASAP will make all reasonable accommodations to ensure staff have an accessible work environment.

Due to COVID-19, all staff currently have the option to work from home.

How to Apply

Please submit a cover letter, resume, and three professional references to KASAP's Executive Director via email at erecktenwald@kasap.org with the subject "Advocacy Specialist Search."

Timeline

The anticipated start date for this position is August 9th, 2021. Applications will be accepted until July 5th, 2021. Applicants selected for an interview will be notified by July 9th, 2021. Interviews will be conducted remotely.

KASAP is an equal opportunity employer. We value and strive to cultivate a diverse and inclusive work environment. KASAP does not discriminate on the basis of race, color, sex, marital status, sexual orientation, gender identity or presentation, political ideology, age, creed, religion, ancestry, national origin, and the presence of any sensory, mental or physical disability in employment, volunteer opportunities or services rendered.