TERMS OF REFERENCE

PROJECT STEERING COMMITTEE - FACILITATING THE EMPOWERMENT OF LGBT YOUTH TO PARTICIPATE IN SOCIAL JUSTICE ADVOCACY

J-FLAG is inviting young people between 18 and 24 years to apply to join the Steering Committee for its youth empowerment and capacity building project entitled Facilitating the Empowerment of LGBT Youth to Participate in Social Justice Advocacy.

Application Deadline: September 20, 2015
Term: 2 years with possibility for renewal.

Background

J-FLAG is the foremost organisation advocating for and working to improve the human rights situation of lesbian, gay, bisexual and transgender (LGBT) persons. The organisation promotes social change, empower the LGBT community, and build tolerance for and acceptance of LGBT people to increase tolerance and create the foundation for policy and legislative reform.

The Steering Committee will be the governing body for the Facilitating the Empowerment of LGBT Youth to Participate in Social Justice Advocacy project and will have responsibility for over-seeing its effective implementation and management as well as the mainstreaming of youth throughout the organization and in its policies, programmes and/or activities.

The project seeks to achieve the following outcomes:

1. LGBT youth feel better equipped to and more actively participate in public policy and social justice advocacy.
2. Duty bearers exhibit more positive attitudes about issues related to LGBT youth.
3. More LGBT people are knowledgeable about their human rights and the impact of stigma and discrimination
4. More people in the community exhibit positive attitudes towards LGBT persons.

PRIMARY DUTIES AND RESPONSIBILITIES

2. To support the overall aims of the Facilitating the Empowerment of LGBT Youth to Participate in Social Justice Advocacy project
3. To act in an advisory and support capacity for the project in relation to relevant and current issues related to working with young people who are LGBT.
4. To support the project in developing relationships with key individuals and agencies that have been identified by this group.

The procedures of the Steering Committee include the following:

- The Steering Committee will have a total of eight members - four young people and three technical partners and the Youth Coordinator;
- The Steering Committee will report to the Education & Training Manager;
- The quorum for the Steering Committee will be 4 members;
- Members must be committed and must ensure continuity in participation to all meetings;
- The Steering Committee will aim to achieve consensus on decisions made. In the event this proves impossible, decisions may be made by simple majority vote amongst participating members. In the event of a tie, the Chairperson will have an additional casting vote; and
- The Steering Committee is expected to meet quarterly and members will need to devote some additional time reviewing project documentation.

KEY REQUIREMENTS, COMPETENCIES AND QUALIFICATIONS

- Display cultural, gender, religion, race, nationality and age sensitivity and adaptability
- Understanding of human rights and issues around sexual orientation and gender identity
- Treat all people fairly and with respect
- Demonstrate strong oral and written communication skills
- Ability to work cooperatively and effectively with others to set goals, resolve problems, and make decisions that enhance organizational effectiveness
- Positively influence others to achieve results that are in the best interest of the organization
- Experience in youth leadership and/or doing youth organizing is an asset

YOUNG PEOPLE WHO ARE INTERESTED SHOULD SEND THEIR RESUME AND A MOTIVATION LETTER STATING THEIR REASON FOR WANTING TO BE A MEMBER OF THE STEERING COMMITTEE TO JOBSATTHEFORUM@GMAIL.COM BY 3PM ON SEPTEMBER 20, 2015.

IF SHORTLISTED YOU WILL BE REQUIRED TO PROVIDE THREE REFERENCES