



Youth of COLOR Fellowship

Type: Part-time (avg. 20 hours per week)

Timeline: January - May 31, 2021 and August 1 - November 15, 2021

Positions Available:

- Communications Fellow
- Organizing Fellow
- Policy Fellow

OUR WORK:

Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR) is a community-rooted non-profit organization that works to enable and empower Latinxs and their families to lead safe, healthy and self-determined lives. COLOR works to ensure that Latinx individuals and their families are accessing opportunities and resources for the health of mind, body, and spirit.

We value justice and equity for all people: creating an awareness of intersectionality and the ways it is used to either support or marginalize Latinx folks. We are community rooted and work to create intergenerational opportunity and leadership. We model sex positivity and support Latinxs' right to make their own decisions.

SUMMARY OF FELLOWSHIP:

The Youth of COLOR is a fellowship program that selects and engages THREE fellows in the areas of policy, communications, and organizing, respectively. Fellows contribute key movement leadership in helping to mobilize peers, in urban and rural spaces, through recruitment, storytelling efforts, and overall youth engagement. Each fellow is responsible for participating in COLOR-facilitated trainings around reproductive justice, leadership, activist-led efforts, and positive youth development. Youth of COLOR fellows are tasked with reimagining ways to involve and activate young activists, youth leaders, and young people at large beyond traditional merit and class-based formats.

Fellows must demonstrate a commitment to COLOR's vision, mission, and programs. Each fellowship is responsible for leading in the development and implementation of a Youth of COLOR toolkit in their respective area, focusing on young people and centering the reproductive justice framework including:

- Building capacity within the reproductive justice movement and bring in other young people.
- Lead on recruiting peers and/or young people in the community to participate in the Youth of COLOR cohorts.
- Create and utilize a successful toolkit to civically engage young people.

POLICY:

The Youth of COLOR policy fellowship helps activate constituencies to voice concerns with elected officials, public leaders, decision-makers, and stakeholders on policy issues impacting



our communities. It includes promoting the involvement of Latinx youth in the political process at the local and state levels by building and exercising community power. Responsibilities include:

- Support and lead the preparation of youth cohort: legislative briefings and testimony, coalition and movement building, participate in press conferences, *How a bill becomes a law* and *Effective lobbying* training, and more.
- Review and support COLOR's 2021 policy priorities during the 2021 legislative session and observe high-level meetings with COLOR's Policy Director.
- Work with policy youth cohort to movement build political strategies aligning with current policy priorities and develop youth access in bills and educational campaigns.

ORGANIZING:

The Youth of COLOR organizing fellowship helps increase, inform and energize the Latinx electorate by building authentic relationships with young people from impacted communities whose leadership is key to addressing issues of disparity and oppression. Responsibilities include:

- Support and lead preparation and training of youth cohort on these topics: civic engagement and voter education strategy, including power mapping, door knocking, phone banking, community organizing, online/digital and offline campaigns, and other relational outreach.
- Utilize relational organizing tools to connect with the community and support voter education forums to disseminate information on reproductive justice issues impacting Latinx youth in Colorado and facilitate train-the-trainer modules.
- Provide opportunities for involvement including: signing pledges, volunteering time, contributing financially, signing up for programming, and registering to vote.

COMMUNICATIONS:

The Youth of COLOR communications fellowship helps build voice and influence through narrative power. They help bring authentic Latinx youth voices to the forefront, which help influence dominant narratives and public policy. It includes all efforts helping to disrupt exclusionary practices, which leave the experiences of marginalized communities out of public dialogue. It also includes eradicating messaging that perpetuates stigmatizing and disempowering language. Responsibilities include:

- Support and lead preparation and training of youth cohort on these topics: digital media vs. traditional media, public speaking, online security, storytelling and storyteller care.
- Use digital communications (e-news, text messaging program) as well as social media outlets (Facebook, Instagram, Twitter) in innovative and creative ways to help raise visibility of COLOR events, petitions, donation asks, action alerts.
- Promote stigma reduction by giving voice to real-life experiences (about abortion, STI/HIV positive living, young parenting, and more) through storytelling and other tactics.
- Support communications team's effort to author content (powermails, draft letters to the editor, opinion editorials, blog/v-blog content, etc.) and share stories (press/rally speaker, provide legislative hearing testimony, etc.).



- Work with communications youth cohort as community influencers to empower cultural shifts to promote reproductive justice and aligns with COLOR's theory of change.

QUALIFICATIONS:

The ideal candidate is a young person (ages 16-25 y.o.) who is passionate about reproductive justice, social change, and being a cultural broker for their community. To be successful in this fellowship, you will demonstrate results-focused work and problem solving skills to work well with our team in a fast-paced and ever-changing environment. Excellent communication and interpersonal skills, Spanish language is a plus. Black, Brown, Indigenous, Afro-Latinxs, Asian Americans and Pacific Islanders, persons with disabilities, and transgender and LGBTQIA+ gender expansive people are encouraged to apply.

COMPENSATION: \$1,800 stipend per month plus reimbursement for any necessary lodging, travel, etc.

APPLICATION SUBMISSION GUIDELINES:

- Please submit detailed responses to all of the following short essay questions below. You can choose from submitting your response as a word document or as a video (e.g. 3-5 minutes long).
 - Submit *two* letters of recommendation from teachers or trusted adults from school, work or volunteering.
1. Tell us who you are. You can describe your background, values, significant experiences from your past, and/or special hobbies/interests that have helped to shape your identity, values, and/or aspirations.
 2. Which fellowship are you applying to - **communications, grassroots organizing, or policy**? Do you have experience in the area you are applying to? Please offer examples. If you don't have experience, tell us how you *define* the area (**communications, organizing or policy**) you are applying to and why you are interested in working in that respective area.
 3. What social, personal or political issues are the most important for you, your family and/or your community?
 4. What are your reasons for applying to the Youth of COLOR Fellowship Program? How will you apply your leadership training in your school or neighborhood community?

SPECIAL INSTRUCTIONS TO APPLICANTS:

Flexible work schedule when evening and weekend hours are required.

Deadline to apply for the **Youth of COLOR Fellowship** is **December 1st, 2020**. Please send application materials to América Ramírez america@colorlatina.org and write *Youth of COLOR Fellowship* in the subject line.