

Senior Trainer, Diversity, Equity and Inclusion

The Allstate Foundation Resident for Equity in Prevention

Alteristic seeks to hire a diversity, equity, and inclusion expert to contribute to our research and program development process, ensure culturally responsive prevention programs, provide trainings, and increase access to our programs for marginalized communities. Alteristic is a high-growth, mission-driven organization dedicated to the dramatic reduction of interpersonal violence and harassment. With a commitment to ensuring all our programs are inclusive and promote racial justice - and in partnership with Allstate Foundation - Alteristic created this position with the goal of addressing the systemic and pervasive nature of racism that greatly impacts access and effectiveness of interpersonal violence and harassment prevention programs. The ideal candidate will have equity and inclusion expertise and will play a crucial role in Alteristic's efforts to ensure access to prevention programs for people of color and other marginalized communities.

The ideal candidate will have exemplary interpersonal and public speaking skills, initiative, and will be highly collaborative.

Alteristic offers a competitive salary commensurate with education and experience, and a benefits package that includes health, dental, and vision insurance, life insurance, generous leave, and retirement. This is a remote position that requires some travel.

Primary Duties:

Diversity, Equity and Inclusion Efforts

- Support the design, development, implementation, and evaluation of harassment and interpersonal violence prevention strategies that promote anti-racism, cultural competence and equity in alignment with Alteristic's commitment to diversity, equity and inclusion. Consult with program and curricula development team to ensure that external programs and curricula are culturally competent and anti-racist.
- Coordinate a cultural competence and an anti-racist program development process (including a variety of educational offerings) in order to improve diversity and inclusion, facilitate cross-cultural communication, and maximize effectiveness of our prevention programs.



7955 Cameron Brown Court
Springfield, Virginia 22153
alteristic.org
571.319.0354

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- Develop, coach, and mentor program staff to become culturally competent in the design and delivery of programs.
- Work individually and collectively with the leadership and program teams within Alteristic, external partners, and diverse communities to nurture and strengthen an inclusive and culturally responsive organization and culture.
- Provide expertise and insight on topics that specifically target the unique needs of underserved and marginalized communities.

Harassment and Interpersonal Violence Prevention Training and Technical Assistance:

- Deliver harassment and interpersonal violence prevention workshops and trainings virtually and in-person.
- Under the supervision of the program leadership team, serve as a point of contact for technical assistance related to prevention strategies. This includes providing telephone and web-based consultation regarding effective prevention and supporting communities and clients through the process of implementing prevention strategies including but not limited to the Green Dot strategy.
- Master new and existing training programs and workshops and stay abreast of key developments in the field.

Employment Requirements:

- Master's degree or bachelor's degree with equivalent experience.
- 3+ years of relevant experience in diversity, equity, and inclusion training and/or program development.
- Experience leading trainings and workshops and engaging diverse audiences.
- Excellent communicator, presenter, and strong writer.

How to Apply:

Interested candidates should submit a resume and letter of interest to:

applicants@alteristic.org.

Please put "**Senior Trainer, Diversity, Equity and Inclusion**" in email subject line. Apply as soon as possible as resumes are evaluated and interviews scheduled as applications are received.



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Alteristic values and respects the diverse viewpoints and experiences and individual differences of all people. Alteristic is an equal opportunity employer and encourages all interested job seekers to apply.

ABOUT ALTERISTIC:

Alteristic is a non-profit organization that tackles societal issues at local, national, and global levels. Alteristic provides comprehensive prevention education, consultation, and training that addresses harassment, sexual assault, dating and domestic violence, stalking, and other issues. Committed to optimizing and activating inherent human good, Alteristic equips and mobilizes communities to create social norms that ensure safety, respect, and the opportunity to thrive for all people. Rigorously evaluated and shown to move the needle, Alteristic was founded on the principles of the widely disseminated Green Dot violence prevention strategy.

Alteristic works with domestic and international communities, educational institutions, government entities, and corporations to amplify the actions of individuals toward transformational social change.



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