GENDER AND SEXUALITY CENTER ASSOCIATE
JOB DESCRIPTION 2010-2011

Job Description: Gender and Sexuality Center Associate

Contract: 8-10 hours per week, fall training (Sept. 1-10). Study abroad in winter or spring may be allowed.

Department: Gender and Sexuality Center

Contact Person: Kaaren Williamsen, x7179

Office & Position Description
The GSC offers resources and support on LGBT, women’s and men’s issues and coordinates campus initiatives to prevent sexual violence. We work with other campus organizations and offices to strengthen and sustain an inclusive campus community that promotes gender equality and awareness and welcomes people of all sexual orientations and gender identities.

As a peer educator in the GSC, GSCA’s facilitate workshops on healthy relationships, LGBT awareness, sexual violence prevention and provide related peer support and campus events. Two GSCA positions will also include house manager duties for Queers & Allies House and Women’s Awareness House.

Position Responsibilities - Many of these responsibilities will be divided among the student staff.

- Coordinate and facilitate peer education programs, including LGBT panels and floor workshops based upon the Our Whole Lives Comprehensive Sexuality Education curriculum.
- Assist with the day to day operations of the GSC
- Coordinate Queer Peers, our peer mentoring program for GLBTA students
- Maintain resources within the GSC (books, periodicals, videos)
- Coordinate/assist with annual events such as Vagina Monologues, Pride Month, Speak Out, and the Rainbow Retreat
- Facilitate discussion groups (ex. Men Talking About Masculinities, Carleton In and Out)
- Coordinate/assist with maintenance of office web page
- Coordinate/assist with the GSC newsletter
- Provide peer advising
- Participate in NSW activities, including the Not On Our Campus Presentation
- Prepare publicity for events
- Attend weekly staff meetings and regular one on one’s with the director
- Assume responsibility for tasks assigned on an as needed basis
- One GSCA may also be hired as the Q&A House Manager (see attached house manager job description)
- One GSCA may also be hired at the WA House Manager (see attached house manager job description)

Position requirements

- Strong interest in gender, sexuality and/or sexual violence prevention issues and willingness to maintain awareness of current issues surrounding gender, sexuality, sexual violence prevention and diversity
- Strong interest in working collaboratively with other offices and groups
- Ability to work well in a team
- Ability to work independently and be self motivated
- Ability to professionally represent the GSC across campus
- 8-10 hours a week
GENDER AND SEXUALITY CENTER ASSOCIATE APPLICATION 2010-2011

Please complete application and return to the Gender and Sexuality Center by Friday April 9, 2010.

We will contact you for an interview time.

Name: ____________________________________________________________

Phone Number: _______________  Year: __________________________

Email: _____________________________  Major: _______________________

Where do you plan to live next year? __________________________________

Are you planning to be off campus any term next year? ____________________

If yes, please explain:

PLEASE TYPE YOUR ANSWERS TO THE FOLLOWING QUESTIONS

1. Why are you interested in a position at the Gender and Sexuality Center?
2. What are your previous work experiences at Carleton and elsewhere? What did you learn that you could apply to the GSC?
3. Peer education is a major component of the GSCA position (ex. LGBT(A Panels, OWL, Not On Our Campus). What experiences do you have with peer education and why would you make a successful peer educator?
4. Cultivating strong and healthy student communities around issues related to gender and sexuality is another key part to the GSCA position, how could you contribute to this goal? (Examples of communities – LGBT(A community, creating spaces to talk about masculinity, gender, feminism, intersecting identities, being a survivor, etc…).
5. Anything else you would like us to know?

If you are also applying for the GSCA/Q&A or GSCA/WA House Manager position, please answer the following additional questions:

6. Why are you interested in the House Manager position?
7. What kind of community would you like to help develop in the house?
8. What experiences do you have facilitating meetings and planning events?
9. Anything else you want us to know?

Please distribute the enclosed evaluation forms to two people that know you well. Try to get at least one evaluation completed by a current peer leader (GSCA, SWA, RA, IPL, IPA etc…). Additional evaluations can be filled out by current or past supervisors, professors or other students. List their names and contact information here.

Name: _____________________________  How do you know them?

Name: _____________________________  How do you know them?

THANK YOU FOR APPLYING!
The GSC offers resources and support on LGBT, women’s and men’s issues and coordinates campus initiatives to prevent sexual violence. We work with other campus organizations and offices to strengthen and sustain an inclusive campus community that promotes gender equality and awareness and welcomes people of all sexual orientations and gender identities.

To be completed by applicant

Name: ____________________________________________

Please sign here if you waive your right of access to the information contained in this recommendation, thereby insuring its confidential nature.

Signature: ___________________________ Date: ________

Your Name: ____________________________________________

Relationship to Applicant: ____________________________________________

How long have you known the applicant? ____________________________

Please rate the applicant on a scale of 1 to 5 on the following

1. Leadership (Consider the applicant’s ability to organize and motivate others) _____
2. Communication Skills (Consider applicant’s listening skills and general communication skills) _____
3. Initiative (Consider applicant’s ability to act independently) _____
4. Responsibility (Consider applicant’s reliability, accuracy and promptness) _____
5. Appreciation of Diversity (Consider the applicant’s ability to work with diverse groups of students) _____
6. Interpersonal Skills (Consider the applicant’s ability to work in a team) _____

Please continue on other side
Please comment on the applicant’s ability to be a successful peer leader, and anything else you think we should know.

Please check one of the following

☐ Highly Recommend
☐ Recommend
☐ Recommend with Reservations
☐ Do Not Recommend

Comments:

Signature __________________________________________  Date __________

Position __________________________________________  Email __________

Please return to Kaaren Williamsen in the Gender and Sexuality Center by Friday, April 9, 2010.

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To be completed by applicant

Name: ________________________________

Please sign here if you waive your right of access to the information contained in this recommendation, thereby insuring its confidential nature.

Signature: ____________________________ Date: __________

Your Name: ________________________________

Relationship to Applicant: ________________________________

How long have you known the applicant? ________________________________

Please rate the applicant on a scale of 1 to 5 on the following

5 – Excellent
4 – Above Average
3 – Average
2 – Slightly Below Average
1 – Below Average
NB – No Basis for Judgement

1. Leadership (Consider the applicant’s ability to organize and motivate others) _____
2. Communication Skills (Consider applicant’s listening skills and general communication skills) _____
3. Initiative (Consider applicant’s ability to act independently) _____
4. Responsibility (Consider applicant’s reliability, accuracy and promptness) _____
5. Appreciation of Diversity (Consider the applicant’s ability to work with diverse groups of students) _____
6. Interpersonal Skills (Consider the applicant’s ability to work in a team) _____

Please continue on other side
Please comment on the applicant’s ability to be a successful peer leader, and anything else you think we should know.

Please check one of the following

☐ Highly Recommend
☐ Recommend
☐ Recommend with Reservations
☐ Do Not Recommend

Comments:

Signature ________________________________ Date _________

Position ________________________________ Email _________

Please return to Kaaren Williamsen in the Gender and Sexuality Center by Friday, April 9, 2010.

Thank you!
House Managers provide a direct contact between the residents of Interest/Institutional houses and the Gender and Sexuality Center and the Office of Residential Life. House Managers report directly to the Director of the GSC and to staff in the Office of Residential Life.

House Managers' primary functions are to aid house members in finding satisfactory individual and collective lifestyles which respect the rights of others, stay within the framework of community regulations and guarantee that the house atmosphere supports sleep, study and recreation in their proper place. House Managers should make a concerted effort to get to know their residents. Should problems arise, they can better serve as a resource if a relationship has already been established.

The House Manager position includes a 2 hour a week work-study appointment. If combined with 8 hours in the GSC, this is a 10 hour a week job. (See GSCA job description for additional responsibilities).

**BASIC RESPONSIBILITIES:**

I. **Responsibility to House Members:**

   A. House Managers are responsible for providing information to house residents by posting notices and distributing information for the Office of Residential Life.

   B. House Managers are responsible for convening house meetings on a regular basis. In particular, they must convene meetings during the first week to discuss community standards and during the 8th week to discuss closing procedures.

   C. House Managers are responsible for maintaining an appropriate noise level so that people are able to study and sleep in their rooms.

   D. House Managers are responsible for taking the lead in responding to facility issues and crisis situations.

   E. House Managers are responsible for keeping residents informed of activities sponsored by the Gender and Sexuality Center.

II. **Responsibility to the Office of Residential Life**

   A. House Managers have the obligation to:
      1. Arrive on campus before upper-class students return for fall term and stay on campus through Commencement.
      2. Attend meetings and training sessions as called by the Residential Life staff throughout the school year. (In particular, a 2-4 hour training session prior to the start of Fall term and one hour at the end of each term.)
      3. Complete required paper work satisfactorily and in a timely manner.
      4. Maintain contact and open communications with appropriate members of the Residential Life staff, particularly the Assistant Director of Residential Life.
      5. Complete House Manager Weekly Reports.
B. House Managers are responsible for knowing and living within College policy and subsequently should:
   1. Inform the house members of expected conduct on College premises.
   2. Inform the Residential Life staff about student opinion of expected behavior.
   3. Inform the Residential Life staff about violations of College policy.

C. House Managers are responsible for notifying the Office of Residential Life and the Gender and Sexuality Center about:
   1. Room changes and house capacity.
   2. Theft or damage to school or personal property.
   3. Conflicts or problems that arise in the house.

III. Responsibility to the Gender and Sexuality Center

A. House Managers have the obligation to:
   1. Arrive on campus early to participate in GSCA and House Manager training.
   2. Attend GSC staff meetings and participate in the GSC as a Center Associate.
   3. Maintain contact and open communication about house matters with the Director of the Gender and Sexuality Center.
   4. Work as a liaison between the GSC and the House.

IV. Responsibility in Maintenance of House

House Managers have the obligation to:
   1. Inventory all rooms in the house when students move in and when they leave their rooms using the Room Condition Report.
   2. Coordinate key collection at the end of the term and year.
   3. Maintain a master room chart and an up-to-date roster with telephone numbers of the students living in the house and provide this information for Residential Life.
   4. Inventory and check the condition of all lounges, bathrooms, study rooms, and halls, using the Public Area Inventory and Condition Report form.
   5. Request repairs needed on College property to the proper departments using the on-line Facilities Work Request Form.
   6. Ensure that personal and College-owned furniture are kept out of the hallways.
   7. Perform fire safety checks and complete reports once per term reporting defective or missing fire extinguishers, smoke alarms and exit lights to the Maintenance and Custodial Services office.
   8. Know how to operate circuit breakers and fire safety equipment.
   9. Make sure that students are not living in areas that do not meet fire and safety housing codes, such as basements, attics and porches.
   10. Coordinate removal of garbage and recyclable materials from the house.
   11. Make sure that the public areas of the house, particularly the kitchen, are kept clean (students in the house are responsible for their own dishes and generally keeping the kitchen in good condition).
   12. Inform residents of policies regarding the house.

**COMPENSATION**
The House Manager position is a 2 hour a week work study position. If combined with 8 hours in the GSC, this is a 10 hr a week position.

2/28/06 GSC Updated