



National Queer and Trans Therapists of Color Network

Network and Community Engagement Manager

The [National Queer and Trans Therapists of Color Network](#) is seeking a Network and Community Engagement Manager to lead our base building work for queer, trans, Black, Indigenous and People of Color mental health practitioners.

ABOUT NQTTCN

The National Queer and Trans Therapists of Color Network (NQTTCN) is a healing justice organization that actively works to transform mental health for queer and trans Black, Indigenous, and People of Color (QTBIPOC). We work at the intersection of movements for social justice and the field of mental health to integrate healing justice into both of these spaces. Our overall goal is to increase access to healing justice resources for QTBIPOC. We work to build the capacity of QTBIPOC mental health practitioners, develop healing justice resources, and engage in field building to address the long term structural harm caused by the medical industrial complex and to build power with movements for our collective liberation and healing.

We encourage you to read our [Statement of Community Care](#) for more information about our values and the core assumptions our work is founded on.

Healing Justice

Healing Justice, a framework developed in 2006 by Cara Page and the [Kindred Southern Healing Justice Collective](#), comes directly out of many years of organizing and movement building based primarily in the Southeastern United States led by Black and Brown women/femmes as well as other queer and trans people of color. Although the concept and language of healing justice is relatively new, our communities have always had traditions and practices to respond to violence, harm, trauma, grief and crisis along with traditions to build our collective resistance and resilience.

We honor our place in this lineage of healing justice and commit to sharing the history as we are learning and understanding it to ensure that the brilliance, wisdom and labor of Black and other women and femmes of color is not erased. We define healing justice as:

A political and spiritual framework rooted in disability justice, environmental justice, reproductive justice, transformative justice, harm reduction and abolitionist movements, as well as the ancestral traditions and practices of people of color, poor people, people with disabilities, women, femmes, and queer and trans people. It recognizes the ways systemic and structural violence have caused harm, grief, crisis, trauma and further cycles of violence for oppressed peoples. Healing justice honors our inherent ability to heal and the specific legacy of resistance and resilience of queer and trans people of color. It requires that we constantly re-imagine what is possible regarding our healing, safety, sustainability and fortification.

OVERVIEW OF NETWORK & COMMUNITY ENGAGEMENT MANAGER POSITION

In deep collaboration with the Founding Director, the Network and Community Engagement Manager will develop, build and manage our network of mental health practitioners (psychotherapists, social workers, peer counselors, addiction counselors, etc.) and other QTBIPOC committed to deepening their practice of healing justice.

Primary Responsibilities

Network Building

- Build strong understanding of our members and member needs by researching social media, core programs and participating in member events and gatherings
- Develop and implement membership plan that clearly outlines different levels of membership, member benefits and expectations
- Develop member outreach plan and maintain regular contact with members
- Develop and implement strategies for member recruitment, engagement and retention
- Create and facilitate gatherings/events to build member connections, skills and capacities including webinars, networking events, space for consultation, etc.
- Develop and implement base building strategy to build national network of healing justice organizations and practitioners
- Develop and maintain network database and reporting requirements

Field Building

- Represent the organization with network members, partners, funders and broader community
- Offer training and presentations on healing justice, and the organization's work at community spaces, conferences, and other convenings
- Participate in coalitions, networks and convening spaces related to mental health, movement building and healing justice

Programming

- Manage QTBIPOC Mental Health Practitioner Directory including outreach, weekly maintenance, renewal process and strategies to increase utilization
- Manage and administer our Mental Health Fund for QTBIPOC including application, disbursement and evaluation processes

- Manage subcontract for healing justice project with trans, gender nonconforming and nonbinary youth organizers and activists

Other Responsibilities

In Collaboration with Communications Coordinator

- Utilize various media platforms to increase community engagement and network building strategy including:
 - Social media (Facebook, Instagram, Twitter)
 - Newsletters (Mailchimp)
 - Press releases
 - Website updates

In collaboration with Founding Director

- Participate in organization's fundraising activities which include grassroots, major and philanthropic donors

KNOWLEDGE, SKILLS, EXPERTISE

Required

- Licensed mental health practitioner (LCSW, LMFT, LMHC or equivalent) with at least 7 years of post graduate clinical experience (10 yrs preferred)
- Deep knowledge and practice of healing justice and/or harm reduction
- Experience working with queer and trans Black, Indigenous and People of Color including knowledge of the needs as well as the historical and current social, cultural and political conditions of our community
- Willingness to lead and take risks
- Experience supervising others in a wide range of roles
- Commitment to re-imagine existing systems/institutions and to take action to build more innovative, adaptive and liberatory frameworks
- Demonstrated ability to lead during crisis and instability
- Ability to work independently and on various teams including skill around self-accountability
- Ability to hold tension and complexity of the world as it is and our vision for the future
- Knowledge and familiarity with Google applications (calendar, Drive, email, etc.), Zoom, and data management systems

Preferred

- Experience working with criminalized survivors of state, community, familial and interpersonal violence
- Multilingual in English and Spanish and/or ASL
- Strong background in disability justice
- Background in community organizing

- Experience building and/or participating in networks and coalitions (ie. National Association of Social Workers, American Psychological Association, etc.)
- Solid knowledge of the history and lineage of healing justice including an understanding of disability justice, transformative justice, environmental justice, reproductive justice, harm reduction and the medical industrial complex

This is a .75 FTE position (30 hours/week) and includes a comprehensive benefits package. The salary range is \$48,750-\$52,500 annually for .75 FTE based on overall experience.

HOW TO APPLY

Please send resume and cover letter to nqttcn.programs@gmail.com.

Due to the COVID-19 pandemic, this position will be virtual until further notice.

NQTTCN strongly encourages queer, trans, gender nonconforming, and nonbinary Black, Indigenous and People of Color, people with disabilities, women and femmes to apply.