



Transgender Justice Advocate American Civil Liberties Union of Tennessee

The Opportunity: The American Civil Liberties Union of Tennessee (ACLU-TN) is seeking a creative and dynamic team member with community engagement and advocacy experience to become ACLU-TN's transgender justice advocate.

Overview: In the past several years, political and legislative attacks on transgender individuals have increased exponentially across the country. In 2021, despite staunch opposition from a broad spectrum of voices, including ACLU-TN, the Nashville LGBT Chamber, and TEP, a wave of discriminatory bills targeting transgender Tennesseans passed the Tennessee General Assembly and were signed into law by Governor Bill Lee. The transgender justice advocate will collaborate and coordinate with local and state partners to strengthen capacity to address and implement strategies that will successfully prevent passage of anti-trans legislation and stop discrimination against and attacks on transgender individuals. This position is currently funded for two years.

Responsibilities: The transgender justice advocate will focus on 1) increasing the public's familiarity with transgender individuals and building support for transgender rights, and 2) engaging and empowering transgender people statewide to develop leadership skills and networks.

Specific responsibilities:

- Pursue targeted outreach and education opportunities to increase public familiarity with transgender individuals.
- Engage and empower transgender individuals statewide to share their stories, informing the public about the impact of anti-transgender policies and practices.
- Develop and conduct trainings on transgender justice issues for a range of audiences, including employers, the media and policymakers.
- Provide training and technical assistance to employers committed to improving policies for transgender workers.
- Assist in developing strategic responses to emerging and ongoing local and state policy issues that address equality issues for transgender communities.
- Promote local and organizational policies that affirm transgender individuals.
- Train and support messengers for education and advocacy efforts.
- Deepen collaborative relationships with local and state transgender leaders and groups, organizational allies and community leaders.
- Speak publicly about transgender policy issues at community events, conferences and other venues.
- Assist in drafting advocacy and education materials.
- Other tasks as assigned.

Qualifications:

- Demonstrated cultural competency (connection to transgender communities in Tennessee preferred).
- Minimum of two years of experience in a paid or volunteer position advocating for the rights of transgender people or other underserved communities.
- Experience in trans justice and/or racial justice advocacy and movement building.
- Excellent communication skills, including the ability to write clearly, speak in public, and facilitate large and small meetings, including via conference calls and webinars.
- Experience preparing and conducting trainings tailored to diverse audiences.
- Ability to draft advocacy-related content.
- Ability to build respectful relationships across the political spectrum.
- Ability to strengthen and sustain partnerships with local and state transgender partners, organizational allies, and community leaders.
- A commitment to ACLU's mission and to systemic equality, and an understanding that this issue is central to protecting civil liberties and civil rights for all Tennesseans.
- A personal approach that values and respects differences of race, ethnicity, age, gender identity, sexual orientation, religion, ability and socio-economic circumstances, and a commitment to diversity, equity and inclusion.
- An absolute commitment to the highest ethical and professional standards.
- A positive professional attitude with sound judgment, flexibility, determination and a good sense of humor.
- Comfortable in a fast paced, sometime high pressure, virtual and physical office.
- Ability to work beyond 9 to 5, including evenings and weekends.

Supervision: The transgender justice advocate will work closely with the communications and policy teams and will be supervised by the director of strategic communications.

Compensation: Salary is commensurate with experience and based on ACLU compensation scale. Excellent benefits offered, including 100% employer paid comprehensive health insurance; dental, life, accidental and disability insurance; defined contribution plan (401k) with an employer match; vacation and holiday leave.

How to Apply: Please email a **single PDF** that includes your letter of interest, resume, professional writing sample (no longer than 3 pages) and three professional references to jobs@aclu-tn.org with "TJA Search" in the subject line. In your cover letter, please list where you found the job announcement.

Applications will be reviewed on a rolling basis and will be accepted until the position is filled. Position to be filled ASAP.

The ACLU of Tennessee is an equal opportunity employer. We value a diverse workplace and an inclusive and belonging culture. We encourage applications from all qualified individuals without regard to race, color, ethnicity, religion, sexual orientation, gender identity or expression, gender, age, national origin, citizenship, disability, veteran status, socio-economic circumstance, or record of arrest or conviction.

About the ACLU of Tennessee: ACLU-TN, the state affiliate of the national American Civil Liberties Union of Tennessee, is a private, non-private, non-partisan public interest organization. ACLU-TN is comprised

of two separate corporate entities, the American Civil Liberties Union of Tennessee and the American Civil Liberties Union Foundation of Tennessee.

ACLU-TN's mission is to translate the promises of the Bill of Rights into reality for all Tennesseans. ACLU-TN defends and advances civil liberties and civil rights through advocacy, coalition-building, community engagement and mobilization, and public education, legal and policy initiatives.

ACLU has been a leader in moving fairness and freedom forward in Tennessee for over nine decades. In 1925, ACLU represented public high school teacher John Scopes when he was arrested for teaching evolution in a science classroom in Dayton, Tennessee. In the 1960s and 1970s, ACLU advocated for racial justice and the right to assemble, including representing Dr. Martin Luther King Jr. during the Memphis sanitation strike and challenging police surveillance of civil rights activists in the city. During the Trump administration, we aggressively challenged the relentless attacks on civil liberties and civil rights, and today we continue to successfully tackle cutting edge initiatives on a range of issues, including criminal justice reform, policing, LGBTQ equality, voting rights, fair treatment of immigrants and refugees, freedom of speech and reproductive justice.

The ACLU-TN office is located in Nashville, a rapidly growing city with a rich history in social justice and an awesome music, arts, culture and food scene. ACLU-TN is an exciting, fast-paced place to work.