



**PROMO JOB ANNOUNCEMENT**  
**Equality Organizer**

**IMPACT STATEMENT:**

PROMO's Equality Organizer is responsible for advancing PROMO's mission and vision by executing on innovative and comprehensive evidence-based strategies for community engagement and movement building. Specifically, the Equality Organizer mobilizes community members across our state to build broad-based support for PROMO and advance LGBTQ+ equality by actively engaging a diverse range of individuals and groups. The successful candidate can operate in both the public policy and grassroots campaign environments as well as growing and maintaining members to collectively execute our work.

**About the team and you:** At PROMO, we are committed to using an intersectional approach in our work. PROMO's work focuses on macro-level systems change and our success is inherently tied to the collective liberation of all oppressed peoples.

**Frequently cited statistics show that femme, trans, and nonbinary people, as well as other structurally marginalized groups apply to jobs only if they meet 100% of the qualifications.** PROMO encourages you to break that statistic and apply. No one ever meets 100% of the qualifications. PROMO's team engages in hard work and heart work and the leadership team values authenticity, empathy, compassion, and kindness—we're a close-knit team that works together regularly.

We look forward to reviewing your application.

**POSITION DESCRIPTION**

Job Title: Equality Organizer

Job Term: Full-time, salaried, \$48,000 - \$55,000

Job Supervisor: Sr. Director of Public Policy and Advocacy

Job Location: Preference will be given to candidates in Springfield or Kansas City, Missouri. Travel-based. Access to reliable transportation is necessary.

**Responsibilities:**

**Developing grassroots activist network:** Develop a strong plan that engages grassroots activist networks, focusing on Springfield or Kansas City, and surrounding areas, to mobilize community members across our state to advance LGBTQ+ equality. This includes representing PROMO at events and tabling opportunities, Pride Festivals, volunteer fairs, and coalition events, as well as organizing in-district meetings and community events. Mobilize the community networks and stakeholders to act together on a coordinated plan, both for long-term campaigns and rapid response policy/legislative needs. Recognizing that community voice will drive our work, be adaptable and ready to follow the lead of the community.

**Project Management and Event Organizing:** In collaboration with the PROMO team develop and implement projects and programs that build movement power and advance the goals of gaining LGBTQ+ equality in the state. Projects will implement PROMO's mission to confront systemic inequities to liberate the full spectrum of the LGBTQ+ community from discrimination and oppression. Build trust and credibility with stakeholders

(including volunteers, donors, activists, and more) in urban, suburban, and rural areas quickly and effectively, while understanding and being responsive to the diverse needs of each area.

**Leadership Development:** Develop sustainable programs that train LGBTQ+ community leaders and potential leaders. Develop activists' skills. Grow movement leadership and community ownership. Provide intentional space for decision makers, influencers, and stakeholders to learn, grow, and evolve on LGBTQ+ equality.

**Assist Political Campaigns:** In coordination with Sr. Director of Public Policy & Advocacy, assist in political campaigns as designated by PROMO PAC.

**Digital Organizing:** Maintain EveryAction database, manage and ensure accuracy of member systems, database, and reporting, in order to turn out PROMO members to build power.

**Commitment:** Demonstrates a strong commitment to equality for all LGBTQ+ persons, embraces an anti-racist and anti-transphobic approach based in an intersectional understanding of the experiences of our diverse constituency.

### **Benefits**

Compensation: \$48,000 - \$55,000 annual salary, plus comprehensive benefits including paid time off, medical, dental, life, and supplemental insurance. Opportunity to participate in an IRA retirement plan with a 3% employer match.

You'll have the opportunity to meaningfully contribute towards our mission and vision:

**Our Vision** | Missouri is a state in which LGBTQ+ people – every demographic, race, ethnicity, zip code, and experience – are valued and thriving.

**Our Mission** | PROMO confronts systemic inequities to liberate the full spectrum of the LGBTQ+ community from discrimination and oppression.