



VOLUNTEER POSITION DESCRIPTION

PROGRAM: Boston Glass's GLASS Mentorship Program

POSITION REPORTS TO: GLASS Mentorship Program Manager

DESCRIPTION DONE BY: GLASS Mentorship Program Manager

Position Title: GLASS Mentor

QUALIFICATIONS (Education and Experience)

- Ability and desire to act as positive adult role model for youth.
- Ability to make a one-year commitment after being matched with a mentee.
- Excellent communication skills, sound judgment, open-mindedness, flexibility, and a sense of humor.
- Familiarity or interest in supporting and advocating for LGBTQ youth of color.
- Clear CORI & Backgrounds Records Check (BRC) and personal reference checks.
- Participate in interview, orientation, and training.
- Ability to promote a caring and respectful attitude toward program participants, staff and other volunteers, and respect privacy and confidentiality.

Boston GLASS seeks to find qualified volunteers for the new GLASS Mentorship Program. The agency does not discriminate with regard to gender, marital status, pregnancy, sex, color, race, age, national origin, ancestry, religion, or creed, physical or mental disability, sexual orientation, gender identity/expression, genetics, military or Veteran's status, political beliefs or other protected status.

PRINCIPLE ACCOUNTABILITIES

General Duties and Responsibilities:

- Act as a mentor, positive adult role model, and resource broker for a mentee you are matched with by the program (LGBTQ youth of color between 13-25 years old).
- Attend Mentor Orientation (once) and Monthly Mentor Workshops (at least three per year).
- Maintain regular schedule of interaction/communication with your mentee, participate in goal-setting and feedback loops, promote positive activities, and act as a positive adult role model.
- Adhere to all program policies and procedures around screening, training, confidentiality, paraprofessional boundaries, scheduling, reporting, etc.
- Participate in regular reporting and supervision with program manager.
- Report changes or anything unusual or concerning regarding a mentee's physical or emotional health, or suspicions of abuse or neglect.
- Practice cultural competence around youth participants' ethnic, cultural and economic backgrounds, as well as physical, mental, or behavioral health issues.
- Understand and utilize universal precautions.

OTHER RELATED RESPONSIBILITIES

All volunteers complete an intake and orientation that includes the opportunity to interview other volunteers, Criminal Offender Record Information (CORI) clearance, reference check, Occupational Safety and Health Administration (OSHA) training, information on JRI's mission, as well as the program's place in that mission, including its philosophy, goals and general policies. We will arrange for all of these requirements.

WORKING CONDITIONS

Spending time with mentee in various community spaces, including Boston GLASS Drop-In Space. Attend training/workshops at JRI office spaces.

OTHER:

Boston GLASS

Boston GLASS (Gay & Lesbian Adolescent Social Services) opened in 1995 as New England's first (and the country's fourth) community center serving youth in the gay, lesbian, bisexual and transgender community. Boston GLASS provides counseling, advocacy, housing support, and referrals for health care services primarily to LGBTQ youth of color.

The mission of Boston GLASS is to improve the well-being of LGBTQ youth of color and their allies by providing a continuum of services that addresses their immediate needs, equips them with tools to make healthy decisions and live fulfilling lives, and helps create communities that they can thrive in.

GLASS Mentorship Program

The mission of the GLASS Mentorship Program is to empower LGBTQ-identified youth of color to reach their fullest potential through fostering long-term, goal-oriented, and life-changing mentoring relationships between them and LGBTQ-identified or allied adults in their communities. Whether youth are exploring their identities, learning life skills, working towards a degree, or researching career paths, we are committed to meeting youth where they are and supporting their journeys of self-discovery.

AGENCY SUMMARY:

Justice Resource Institute is a non-profit 501(c)(3) human services agency. JRI is dedicated to addressing the most confounding challenges of both the human services and educational systems and the persons and families these systems were created to serve. JRI pursues the social justice inherent in opening doors to opportunity and independence. Although our range of services is as varied as those we serve, our approach is uniformly characterized by compassionate support, innovation, and community leadership. We work in partnership with individuals, families, communities and government to address their shared challenges in a comprehensive, coordinated, systematic, and effective manner. JRI seeks new knowledge and improved evidence-based practice, in research and in the field, in order to inform our continuous search for excellence in service.

Contact:

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**Moving to 75 Amory St, Boston, MA 02119 in September 2014*

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