

The Center for Inclusion and Social Change (CISC) Peers Educating and Empowering Peers (PEEPs) Position Description

Summary:

The Education and Social Change (EDSC) Office located in The Center for Inclusion and Social Change is looking for highly motivated students with a passion for Social Justice, Equity and Inclusion to be hired as Peers Educating and Empowering Peers (PEEPs). The Center provides high-impact transformational community-building and educational programs to nurture leaders grounded in the core concepts of intersectional identity development, diversity education, equity, and social justice.

PEEPs will help carry out the EDSC office mission:

Through the power of education, we foster an environment of inclusion through mutual respect and understanding of cultural differences, improved human interaction, and relationships - where we develop solution-focused and civically conscious members of society through exposure to social justice theories and concepts grounded with an intersectional foundation to transform communities.

Learning outcomes:

- Gain experience in public speaking and facilitation skills
- Take a personal inventory on one's actions, words, values, interpersonal relationships and use it to reflect on how to enact positive change for others and one's community
- Raise awareness that empowers students to take action as advocates, allies and accomplices
- Develop cultural competency and intergroup dialogue skills by interacting with diverse perspectives

Eligibility:

- Position is open to anyone who has work authorization in the U.S
- Must be able and willing to complete a minimum of 10 hours of work per week
- Must be in good academic and conduct standing for every semester employed
- Must be enrolled as a degree seeking student with a minimum of six (6) credit hours per semester as an undergraduate or a minimum of three (3) hours as a graduate student at CU Boulder
- Dedication and commitment to issues of inclusion and social justice with an intersectional lens

- Ability to be flexible and to work well with diverse groups of people
- Available weekday evenings and some weekends
- Excellent oral and written communication skills
- Demonstrates a strong work ethic and professionalism
- Involvement with student groups and/or communities at CU Boulder
- Strong organizing and networking skills
- Proficient with MS Word, Excel, Google Docs and Sheets, Canva, etc.

Responsibilities:

- Facilitate diversity, equity, inclusion and social justice workshops and discussions for CU Boulder students
- Minimum of four (4) workshops facilitated per semester
- Collaborate with other PEEPs to co-facilitate consultations and workshops
- Participate in mandatory one-on-one bi-weekly meetings with professional staff
- Participate in mandatory weekly staff meetings
- Consult and collaborate with student groups to create workshops specific to their needs and assist with campus department consultations
- Research, create and/or facilitate social justice educational content of their choice
- Complete four (4) hours of weekly office hours
- Assist in the planning and execution of the spring Ignite Social Justice & Leadership Conference, Speaker Series, and other EDSC Office events
- Serve on one of the following sub-committees:
 - Social Media & Marketing
 - Assessment
 - Administration & Scheduling
- Represent the Center for Inclusion & Social Change at community events such as student organization fairs and informational sessions
- Act as a role model and keep a positive attitude while working to build an inclusive multicultural community
- Create a sense of belonging and connectedness on campus
- Build understanding of how to navigate and use campus resources to be informed of campus supports and share with peers
- Demonstrate foundational knowledge of cultural identities as it relates to self and others
- Engage in team-building opportunities that cultivate relationships with each other
- Establish a foundation of civic accountability through advocacy, action-oriented service and educational opportunities
- Engage in community activism and create pathways for allyship
- Understand the importance of lifelong learning by challenging norms and engaging in crucial conversations

- Utilize restorative justice practices to build a solution-focused community
- Enhance the experience of individuals by fostering a community grounded in mutual trust
- Understand that PEEPs are considered mandated reporters for any incidents shared to them by their peers

Additional responsibilities:

- Engage in campus wide initiatives related to the Diversity, Equity, Inclusion (DEI) Strategic Plan
- Collaborate closely with Diversity and Inclusion and campus partners on creating, implementing, and evaluating on-going educational programs
- Serve as an advocate for minoritized and marginalized students and groups in the community by referring them to appropriate resources and campus offices
- Assist in conflict resolution, problem-solving, and offer support related to identity within the community using restorative practices

Compensation:

- \$15/hour

Benefits:

All Undergraduate and Graduate Student Positions are hired as Student Hourly and are not eligible for tuition remission. Work Study is used, if awarded and available, but not required for hire.

Benefits are limited, but include possible Student Retirement, and Sick Leave that accrues at a rate of 0.034 sick hours per every 1 hour worked. Additional information can be found here:

<https://www.cu.edu/employee-services/benefits-wellness/student-employee>