



Family Affinity Group Facilitator

Working from the Inside Out to Transform Educators and Elevate Black Joy

Trajectory of Hope (ToH) exists to create a more just and equitable society. We work from the inside out to demystify how the legacy of racism and injustice in America impacts Black, Indigenous and People of Color (BIPOC) and other marginalized communities. We work with educational agencies and organizations to uncover implicit bias, by facilitating space for critical reflection and dialogue, affinity groups, and healing circles. We are experts in facilitating restorative conversations and driving critical discourse about racial equity that promotes reconciliation, internal change and ultimately transforms external behavior. Trajectory of Hope empowers leaders and critical stakeholders working within school districts and non-profit organizations to dismantle the oppressive structures that uphold systemic racism in order to fuel institutional change.

We strongly encourage people of color, lesbian, gay, bisexual, transgender, queer, and non-binary people, veterans, parents, and individuals with disabilities to apply. Trajectory of Hope is an equal opportunity employer and welcomes everyone to our team. If you need reasonable adjustments at any point in the application or interview process, please let us know.

In your application, please feel free to note which pronouns you use (For example - she/her/hers, he/him/his, they/them/theirs, etc).

JOB SUMMARY

Trajectory of Hope (ToH) coordinates Family Affinity Groups, providing a platform for collective healing, celebrating resilience, and honoring perspectives within Black families and the African diaspora. These sessions, held across various elementary and middle schools in Los Angeles County, aim to strengthen the home-school connection by fostering community and empowering families to engage effectively within the school environment. Collaborating with the ToH Leadership Team, the Affinity Group Facilitator will lead Trajectory of Hope Family Affinity Groups. This role involves ensuring that these groups create inviting, relational, and secure spaces for families of Black students to genuinely connect and share in these spaces.

The Affinity Group Facilitator position is part-time for the 2023/2024 school year, with the potential for extension or renewal.



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ESSENTIAL DUTIES & RESPONSIBILITIES

This position will work closely with the ToH leadership team members to support the mission, and vision of TOH, the essential responsibilities of the position include:

FACILITATOR APPROACH

- The facilitator will play a pivotal role in creating a supportive and inclusive environment for families to share experiences, learn from one another, and to support healing and restoration
- Create a safe and supportive environment that encourages open discussion, active participation, and mutual respect among group members
- Build rapport and establish trusting relationships with group participants, fostering a sense of community and support
- Encourage families to share their experiences, challenges, and successes in a non-judgmental and empathetic environment
- Assist in the collection of program data and evaluation efforts, ensuring the confidentiality and privacy of participants

PHILOSOPHICAL APPROACH

- Believe in and enact an anti-racist, anti-bias, equitable, and critical approach in all duties and activities.
- Take a whole person approach when working with people, emphasizing that people are multifaceted and unique, appreciating differences.

COLLABORATION WITHIN THE TOH COMMUNITY

- Collaborate with the Trajectory of Hope leadership team to ensure that you are in line culturally with Trajectory of Hope
- Foster a positive and inclusive program culture by promoting teamwork.
- Community with executive leadership and school leadership effectively and regularly

QUALIFICATIONS

1) Required experience, skills & abilities:

- Minimum of 3+ years professional experience in Diversity, Equity Inclusion and/or SEL.
- 1-2 years educational experience (classroom teaching and/or coaching, school social work) in a variety of settings or grades
- Extensive understanding of Black culture and the history systemic injustice for Black families and students
- Strong facilitation skills, including the ability to engage participants, manage group dynamics, and encourage open dialogue
- Ability to create a supportive and inclusive group atmosphere that respects diversity and cultural differences
- Familiarity with evidence-based practices and strategies for engaging Black and African American



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- families and enhancing homeschool connections
- Proficient in developing and adapting curricula for group sessions
- Understanding of community resources and the ability to connect participants with appropriate services
- Strong organizational and time management abilities
- Cultural sensitivity and the ability to work effectively with diverse populations
- Passion for empowering Families of Black or African American students and promoting positive family relationships
- Demonstrated ability to work independently and collaborate effectively as a member of a team.
- Demonstrated dedication to Trajectory of Hope mission and ability to represent the ToH in interaction with principals, school staff, students, partners and families.
- Motivated by ToH's vision and mission.

2) Educational level:

- M.A./M.S. Degree in process in related fields of Social Work, Marriage and Family Therapy, School Psychology/School Counseling, or
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LOCATION

This is an on campus position, the facilitation will happen in the evening at various school sites in Los Angeles County. The ideal candidate should reside in Southern California and have the flexibility to visit Los Angeles regularly

COMPENSATION

Trajectory of Hope offers an hourly rate between \$30-\$50.

- The standard work schedule is approximately 5-10 hours a month, however, there may be occasional events related to Trajectory of Hope that can offer additional hours.
- Please complete the application

**If have any questions, please email Trajectory of Hope at [Here](mailto:contact@trajectoryofhope.com)
*contact@trajectoryofhope.com***