

# IncluCity Volunteer



## Program Description

IncluCity is a cutting-edge, time tested human relations and leadership program for a diverse group of up to 75 high school students from five high schools and volunteer staff from across Nebraska, South Dakota and western Iowa. In a 4-day residential setting, students take important steps in confronting bigotry, prejudice, and discrimination. In this safe and respectful environment, students examine their own biases and prejudices; discover ways to dismantle stereo-types; build lasting cross-cultural relationships; learn ways to peacefully resolve conflict; and become allies for one another.

## Volunteer Functions

IncluCity Volunteers are committed to supporting delegates' development as skillful, conscientious student leaders, capable of creating communities that are strengthened by diversity, inclusivity, justice, and respect. IncluCity Volunteers primary responsibility is to provide support and guidance to each IncluCity delegations' experience during the four-day residential leadership program.

Expected time commitment will include up to eight hours of training prior to each IncluCity, and four straight days of camp, including 81 hours of programming.

## Primary Responsibilities:

- Provide mentorship and leadership to IncluCity delegates;
- Support IncluCity delegates' development;
- Support IncluCity with any and all tasks needed for its smooth running, as assigned; and
- Be on time to events and programs.
- Maintain consistent communication with Inclusive Communities staff.

### Counselor in Training:

- Support and lead a Cabin, Discussion Group, Culture Group.
- Attend and participate in all morning meetings. Provide guidance and encouragement to delegates and other C.I.T.s
- Participate in Skits and/or Presentations (if requested)

### Counselor

- Lead a Cabin, Lead, Discussion Group, Culture Group (if assigned) .
- Attend and participate in all morning Staff Meetings. Provide guidance and encouragement to delegates, and other staff.
- Participate in Skits and/or Presentations (if requested).

### Advisor

- Support a Cabin, Discussion Group, Culture Group.

- Attend and participate in nightly Advisor Meetings. Provide guidance and encouragement to Counselors and CITs.
- Provide internal knowledge about school or organization. Be a link between the school or organization and IncluCity.
- Participate in Skits and/or Presentations (if requested). Co-facilitate large group exercises (if requested).

#### Co- Director

- Ensure IncluCity is running on schedule.
- Lead Staff and Advisor Meetings.
- Ensure logistics are handled for each large group activity.
- Make high level decisions about changes in programming, staffing, etc.
- Work with Carol Joy Holling staff to ensure IncluCity needs are met.
- Provide guidance and encouragement to Advisors, Counselors, and CITs.
- Provide internal knowledge about school or organization.
- Co-facilitate large group exercises.

#### Required Skills, Knowledge, & Commitments:

- Be an approved volunteer in good standing;
- Attend all staff trainings prior to IncluCity;
- Attend the entirety of IncluCity (8am Friday to 5pm Monday);
- Complete all required volunteer paperwork and forms specific to IncluCity;
- An overall passion and personal commitment to uphold and respect Inclusive Communities' vision and mission, and to expand that mission in their community;
- Ability to work well with high school aged youth;
- Strong grasp of Inclusive Communities' programming content, pedagogy, and values; and
- Must have experience interacting and communicating with people from diverse backgrounds, both in groups and individually.

Interested volunteers must complete an Inclusive Communities Volunteer Application form available here: <http://www.inclusive-communities.org/volunteer-application/> . Applicants' information is then added to the Volunteer Database. Approximately six weeks prior to each IncluCity, an email is sent to all those on the Volunteer Database asking for their interest and availability for the approaching camp.

IncluCity Volunteers are then selected based on:

- The needs of that camp's delegation;
- Racial/ethnic/age/sexual orientation/gender/etc. diversity and representation;
- Balanced mix of experience and inexperience; and
- CORE Volunteers

Questions may be directed to Tena Hahn-Rodriguez at [tena@inclusive-communities.org](mailto:tena@inclusive-communities.org).