

Call for Applications: Carpenter/LGBT Policy Lab Fellows

The Carpenter Program in Religion, Gender, and Sexuality is hiring two paid LGBT Policy Fellows (MTS or MDiv) for the 2020-21 school year. Vanderbilt's LGBT Policy Lab has partnered with the Carpenter Program to craft a collaborative learning experience that equips participants to understand how Christianity has been weaponized to enforce anti-LGBTQIA+ policy (local, state, and federal) and to explore the ways that faith resources and practices can be utilized to build equity and liberation. These Fellows will work with Carpenter Program Assistant Director Lyndsey Godwin to design and implement a cohort based, interdisciplinary learning program for the spring of 2021 (the LGBT Policy Cohort). The cohort will be composed of professional and graduate Vanderbilt students and local community members interested in developing skills for impacting LGBT Policy from a faith lens.

Beyond marriage, cakes, and bathrooms, this program will approach "LGBT Policy" with an interdisciplinary, holistic approach that includes an expansive understanding of what counts as policy, how policy change might be organized, and the role of faith and religion in shaping and shifting policy now and in the future. The Southeast US is home to the largest percentage of the LGBTQIA+ community in the country, and while many might narrowly limit LGBT issues to questions of family and gender assimilation, we know that the oppressive systems of racism, sexism, heterosexism, transphobia, classism, Christian exceptionalism, and xenophobia work together to impact the lives of LGBTQIA+ folks in across all aspects of life. Access to health care and housing; mass incarceration and detention; police violence, education, immigration and more are all LGBT Policy issues.

Compensation: Each Fellow will receive a stipend of \$3000 per semester. This stipend cannot be added on top of any stipend a student is already receiving from VDS. If you are already receiving a stipend from VDS, this will replace that stipend so that funds can be distributed to more students.

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What will the work look like?

- Work roughly 10 hours a week, with increased hours and responsibility in the spring semester while the Cohort is active
- Actively participate in the Cohort Pilot, spring 2021
- Actively participate in visioning and Cohort Pilot implementation. This will include both big picture dreaming and minute, practical details such as: meeting coordination, copy writing and editing, social media cultivation, promotional materials design, cohort application design and implementation, and more.
- Actively participate in Cohort curriculum design
- Have an opportunity to lead or co-lead cohort facilitation and training
- Complete other Carpenter-Related projects as time allows such as website content updates and other programming assistance.

What will LGBT Policy Fellows experience?

- Practical experience in: program development and implementation (including objective development, curriculum design, evaluation)
- Experiential practice in program development that centers: relationships as core to effective organizing; practices of embodied, mutual learning; and practices and approaches to organizing work that center anti-oppression and anti-racism
- Opportunities to deepen relationships with regional LGBT Policy and Faith experts and activists
- Opportunities to learn about how public policy is shaped and about its concrete impacts on LGBTQIA+ people
- Opportunity to expand and shape theological, activist, and pastoral understandings of and responses to LGBTQIA+ violence and oppression enacted through political and institutional policy.
- Collaborative mentorship with Carpenter and VDS staff.

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What will LGBT Policy Fellows Bring to this Position?

- Growth Mindset—a willingness and excitement about continually growing and learning rather than “achieving” and “knowing”. A willingness to practice imperfection, to experiment, and to work collaboratively.
- Flexibility—willingness to adjust to changing needs of the program and the ability to communicate clearly and transparently about your needs. An understanding that there isn’t a single “right way” to solve a problem, but a host of possible methods of impact.
- Interdisciplinary Approach—an ability to approach a problem or question from multiple disciplines, frameworks, or sets of practices. (And/or a willingness to strengthen your interdisciplinary skill set.)
- Excitement about exploring how concrete practice informs and translates theory
- Commitment to LGBTQIA+ liberation and Interest on focusing on LGBTQIA+ Experiences
- Ready to deepen understandings of how transphobia, homophobia, white supremacy, ableism, sexism, classism and other forms of systematic violence/oppression work together against LGBTQIA+ Thriving
- Excited to develop practices, relationships and interventions that build toward liberation
- Interested in developing an expansive understanding of LGBTQIA+ Policy

May already have experience in (but not necessary):

- Program planning and implementation
- Popular education or other training methods
- Social Media Communication and Other Technology Platforms
- Personal and/or professional experience in LGBTQIA+ education, advocacy, organizing, pastoral care, theology, etc.

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HOW TO APPLY~APPLICATIONS DUE SEPTEMBER 27, 11:59 PM

To help keep your information as private as possible, all applications must be submitted through this [Redcap Form](#). The form is equipped with some features to increase accessibility; if you need any additional accessibility support, please contact Lyndsey Godwin: lyndsey.g.godwin@vanderbilt.edu.

The application will ask for some basic information and for you to upload a current resume or Curriculum Vitae. In lieu of a cover letter, we ask that you respond to several prompts in 500 words or less (each). While you can write your responses in the form, it will likely be easier for you to pre-write your responses and then copy them into the form. This will also allow you to more easily edit your responses and keep the form from timing out. All of the information that you will be asked to complete is below.

- Name and Pronouns
- Email
- Phone Number
- VDS Program and Year (This Fellowship is for MDiv and MTS Candidates)
- Resume or CV

Please answer the following prompts in less than 500 words (each):

- How/why would this fellowship align with your vocational and professional hopes?
- How do you hope to grow and what do you hope to learn through this Fellowship?
- From a religious or theological lens, choose a LGBTQIA+ Policy area (or areas) that you are passionate about and share why. Remember: we are defining LGBT Policy broadly and are particularly interested in how white supremacy and other systems of oppression impact LGBTQIA+ Policy.
- Share about a learning experience that has been particularly impactful in your life. How did it impact your life? What changed for you because of it? What about the learning experience was most impactful? (Consider factors beyond the “knowledge” of the learning experience including: what was the learning community like; what was effective about the teaching; what experiences did you have; how did it feel?)
- What would you bring to this Fellowship experience? What else should we know about you?