



AMERICAN CIVIL LIBERTIES UNION
FOUNDATION

Idaho

Trans Justice Fellow

Full Time, Temporary

Position Overview

The American Civil Liberties Union Foundation of Idaho designed the Trans Justice Fellow to support the organization's strategic priority on transgender rights. This new, temporary position is designed to expand the ACLU of Idaho's immediate capacity to respond to attacks on the rights of trans and nonbinary communities across the state, with a focus on directly impacted individuals. This position will give a firsthand experience in grassroots organizing, leading community education efforts, development of coalition engagement to specific projects, and supportive partner in advancing long-term ACLU of Idaho transgender justice campaign work.

This is a 9 month, 40-hour/week full-time, non-exempt position based in Boise, Idaho. The Trans Justice Fellow will work under the supervision of the Statewide LGBTQ+ Rights Strategist. The successful candidate must reside in Idaho or be willing to relocate to the state before employment begins.

Department: Advocacy

Ideal Start Date: June 1st, 2026- March 1st, 2027

Key Duties & Responsibilities:

Organizing Work

- Participate in the ACLU of Idaho's response to recent anti-trans bathroom law by conducting specific trans justice projects under the guidance of the Statewide LGBTQ+ Rights Strategist, including planning, coordination, and implementation in collaboration with internal departments and external partners.
- Support public education efforts, in-person and online, related to harm reduction around bathroom access and other transgender justice work. This includes participating in pride tours, community events, and other travel to inform Idaho communities about ACLU Idaho's organizing efforts.
- Coordinate and assist in conducting Know Your Rights (KYR) training for transgender Idahoans and inclusive places of public accommodation across the state, including identifying stakeholders, creating KYR toolkit, responding to material requests and maintaining a training calendar for ACLU-ID staff.

- Support the Statewide LGBTQ+ Rights Strategist in facilitating a trans justice organizing committee by coordinating meetings, logistics and other tasks.
- Compile materials and synthesize the trans justice organizing committee's efforts into a bathroom access harm reduction and advocacy toolkit.
- Identify and engage emerging trans and LGBTQ+ community leaders to participate in non-lobbying advocacy campaigns and organizing efforts.
- Attend and participate in ACLU National Trans Justice Fellow trainings, in person gatherings, and cohort/coaching meetings.
- Support the Statewide LGBTQ+ Rights Strategist in advancing continued trans justice organizing and education projects during the 2027 legislative session.
- Participate in ACLU of Idaho's internal advocacy department and all staff meetings.

Qualifications:

- Demonstrated experience in grassroots organizing around political and/or issue advocacy campaigns and base building.
- Clear, strong, and proven commitment to racial justice, civil liberties, and the mission of the ACLU of Idaho.
- Experience working on Transgender Justice Issues.
- Commitment to centering the voices and lived experiences of directly impacted communities in the development and implementation of advocacy strategies.
- Ability to meet deadlines and manage multiple projects simultaneously.
- Ability to work independently and keep organized in a fast-paced environment, manage several projects simultaneously, and adjust strategy to frequently changing demands.
- Ability to work effectively and collaboratively with diverse staff, coalitions and community groups, motivate volunteers, work across the political spectrum, and value differences of race, ethnicity, age, gender, sexual orientation, religion, ability and socio-economic circumstance.
- Available to periodically work evenings and weekends.
- Excellent computer skills, including with databases, Microsoft Word, Microsoft Excel, and email and other online communication.
- Valid driving privileges and willingness to travel across Idaho and occasionally to other places in the United States.
- Ability to attend in-person meetings and events

Compensation:

\$24.50/hour, 40 hours per week.

We offer excellent benefits, including 100% employer-paid premiums for medical, vision and dental insurance, 401(k) plan with an employer match, life and long-term disability insurance, and generous paid holidays. We also offer partial reimbursement for home internet.

To apply compile the following:

- Résumé.

- A cover letter, no more than two pages, explaining how your background and experience prepare you for this job.
- Contact information for three references.

Send to careers@acluidaho.org. Please reference “Trans Justice Fellow” in the email subject line and indicate in your cover letter where you found this job listing. Review of applications will be on a rolling basis.

If you are a person with a disability and need assistance applying, please e-mail careers@acluidaho.org. If we select you for an interview, you will receive more information about how to request accommodations for the interview process.

ABOUT THE ACLU:

The ACLU is the nation’s premier guardian of liberty. A nationwide, nonpartisan, nonprofit organization, the ACLU is dedicated to defending and expanding civil rights and civil liberties across the country. The ACLU of Idaho and its foundation operate jointly as private nonprofit organizations devoted to furthering the ACLU’s mission in Idaho. The ACLU of Idaho combines legal, policy, organizing and communications approaches to maximize its impact. We partner with individuals and communities impacted by injustices to inform and mobilize people throughout the state. The people in the center of the struggles for justice, who feel the impact in their daily lives, are especially important allies.

Our staff of 13 full-time, two part-time employees, and interns work in a fast-paced, friendly office in the heart of downtown Boise, Idaho. We offer a flexible working environment with staff splitting time between the office and working remotely. We are a majority minority staff from all over the country and world and have chosen to make Idaho our home, but we enjoy frequent, deep, and positive collaborations with staff across the ACLU network at ACLU National and other ACLU state affiliates. ACLU of Idaho staff have a strong community organizing background, and we strive to ensure that our work is deeply informed by the communities we serve. Our supportive, inclusive, and empowering work culture has created opportunities for staff to grow with and within the organization. We enjoy autonomy and collaboration. Our current organizational priorities are in Reproductive Freedom, Criminal Legal Reform, Immigrant Rights and Transgender Justice.

Boise, the City of Trees, is the capital of Idaho and the core of a metro area of 764,000 people. The city enjoys all four seasons in a dry climate and offers an exceptional quality of life and a diverse business community with high tech and healthcare as the largest employers. Recreational activities include whitewater rafting and kayaking, climbing, fishing, hunting, and Nordic, alpine, and backcountry skiing. There is a 190-mile foothill trail system for hiking and mountain biking and a 25-mile riverside greenbelt along the Boise River which flows through the city. Easy access to diverse outdoor activities and unspoiled wilderness is unmatched. Downtown offers thriving restaurants, shops, concerts, and public markets, and an ever-expanding number of local microbrew pubs and wineries. Boise is a refugee resettlement city; over 95 languages are spoken in Idaho. The Treasure Valley, which includes the cities of Boise, Meridian, Nampa, and

Caldwell is home to the state's largest Latinx community. Boise is also a hub for LGBTQ communities and political activism in Idaho.

FAIR & EQUAL OPPORTUNITY EMPLOYMENT STATEMENT:

The ACLU of Idaho advances equity and inclusion in the workplace by providing equal employment opportunity to support a work environment free from discrimination on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age (over 40), sexual orientation, military and veteran status, arrest or conviction record, and any other basis prohibited by law. The ACLU of Idaho embraces Fair Chance policies.

The organization also provides reasonable accommodations for people with disabilities. Our equity and inclusion commitment applies to all aspects of employment, including recruitment, selection, advancement, training, problem resolution, and separation from employment. Through this commitment, the ACLU of Idaho strives to establish and maintain an equitable and accessible work environment that is supportive and free from discrimination.