**ACLS Leading Edge Fellowship**

<table>
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<tr>
<th>Project:</th>
<th>Inside and Out: Responding to the Needs of LGBTQ Incarcerated People</th>
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<tbody>
<tr>
<td>Organization:</td>
<td>American Friends Service Committee (Philadelphia, PA)</td>
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<tr>
<td>Location:</td>
<td>Remote</td>
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<tr>
<td>Stipend:</td>
<td>$60,000 per year, plus health insurance and professional development funding</td>
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<td>Start Date:</td>
<td>September 2021</td>
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**ORGANIZATION DESCRIPTION**

The American Friends Service Committee (AFSC) is a Quaker organization that promotes lasting peace with justice, as a practical expression of faith in action. We advocate for alternatives to incarceration, better reintegration after prison, an end to prison privatization, more humane conditions of confinement, and ultimately, the abolition of prisons. Our 11 Healing Justice Network (HJN) programs work to promote healing, instead of punishment, in the US criminal justice system. Learn more at [https://www.afsc.org/](https://www.afsc.org/)

**PROJECT DESCRIPTION**

According to the Center for American Progress, LGBTQ youth and adults are overrepresented in the criminal justice system: while 4% of Americans identify as LGBTQ, 8% of individuals in state and federal prisons and 7% of individuals in city and county jails identify as lesbian, gay, or bisexual. Moreover, they are more likely to experience abuses within the criminal punishment system. These experiences are often ignored, dismissed, or avoided by institutions due to structural biases (sexism, transphobia, and homophobia) and the deeply gender-stratified nature of these institutions. Furthermore, LGBTQ people’s experiences have been long missing from large, nationally representative data sets because few surveys ask questions about sexual orientation or gender identity. With little research, scant resources exist to support the incarcerated LGBTQ community.

The Leading Edge Fellow will work with AFSC’s Healing Justice Network to develop a toolkit for AFSC programs and ally organizations to support the needs of LGBTQ people who are incarcerated. With their supervisor, the fellow will help to lead the research, create reports, develop resources and training materials that will comprise the toolkit. An advisory committee will serve as mentors to help guide the fellow from research to implementation of the project. The advisory committee will be comprised of Q-AFSC staff (AFSC’s self-identified LGBTQ interest group) and AFSC’s Michigan Criminal Justice, Economic Activism, Chicago Peacebuilding, and New York Healing Justice programs. The first phase of the project will produce a research report of two parts: first, background research summarizing relevant studies, the legal status, and advocacy done in the US, producing a list of background materials and potential ally organizations. The fellow will then review existing work and analysis by AFSC programs, using a survey, individual and group interviews. This phase will culminate in an internal report that lays out recommendations and next steps for how AFSC programs can best incorporate the unique needs and priorities of incarcerated LGBTQ people into our program work.

The next phase, based on the research done, will focus on working with our programs on the ground, and developing resources for our program work, to provide training, planning, and new collaborative work opportunities that are sensitive and responsive to the needs of the LGBTQ community. The final phase of the fellowship will conclude with the publication of a toolkit that brings together these resources, interviews, reports, and case studies, along with recommendations for how organizations such as ours can respond to the needs of incarcerated LGBTQ community.

This position is **only** available through the Leading Edge Fellowship program. You may **not** contact the host institution to inquire about this position.
AFSC is committed to providing an inclusive environment for employees and partners and especially welcomes applications from those in BIPOC and other under-served communities, especially members of the LGBTQ community. This is a full-time commitment for the fellowship year, including dedicated time for professional development activities.

**Responsibilities and tasks:**

- Conduct background research of relevant studies, legal status and advocacy on the experiences and needs of the incarcerated LGBTQ community
- Conduct qualitative research within AFSC’s Healing Justice Network on how AFSC can best support and lift up the needs of the incarcerated LGBTQ community
- Participate in external networks of groups and organizations working on advocacy and issues for incarcerated LGBTQ people
- Lead on research and write an internal report on the unique needs and priorities of incarcerated LGBTQ people with findings and recommendations for AFSC programs
- Work directly with AFSC Healing Justice programs to support the implementation of the recommendations from internal report
- Develop an implementation plan for the project and identify parts of the plan which can be implemented within the fellowship time
- Produce resources for training, internally and externally on the needs and priorities of incarcerated LGBTQ people in the United States
- Lead in the development of educational materials and policy/practice recommendations for internal and external audiences and promote recommendations with support from mentors and the advisory committee
- Lead in the development of an external toolkit of resources such as interviews, reports, and case studies for organizations to support needs of incarcerated LGBTQ community.

**Qualifications:**

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships);
- An activist or academic interest in the criminal punishment system, with a commitment to prison abolition and abolitionist feminism;
- An activist or academic interest in feminist or LGBTQ organizing, Gender and Queer Studies;
- Excellent project management, research, writing and communications skills;
- Ability to work collaboratively and creatively in multicultural contexts and remotely

**Preferred:**

- Experience in developing multimedia design projects

**APPLICATIONS**

- Information on the Leading Edge Fellowship Program: [https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships](https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships)
- All applications must be submitted through the ACLS Online Fellowship Application System (ofa.acls.org)
- Application deadline: 9pm EDT, May 6, 2021

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