University of Illinois at Urbana-Champaign

Multicultural Advocate (MA) Job Description

Residential Life is committed to creating opportunities and experiences focused on learning, growing, and mattering for every person, on every floor, in every community. The Multicultural Advocate plays a key role in bringing this University Housing Educational Priority to life. The MA program is coordinated by the Social Justice and Leadership Education (SJLE) team, providing supervision, guidance, training, and development.

The Multicultural Advocate assumes an active leadership role in developing and maintaining a positive and inclusive learning environment within the residence halls. The MA serves as a role model and resource person in assisting students in their education, personal growth, and sense of belonging in the residence hall community and at the University of Illinois. In particular, MA’s strive to provide opportunities for social justice exploration, delving into concepts around social identity, privilege, power, and oppression.

Throughout the selection process, successful candidates demonstrate an understanding of the MA position, effective communication skills, leadership potential, a desire to work with and learn from people from different backgrounds, a willingness to accept responsibilities, the ability to implement a lesson plan for student learning, and a passion for creating positive social change. The job is estimated at approximately 20 hours per week of work, but fluctuates based on the needs of the floor or hall residents.

Multicultural Advocates strive to bring University Housing’s Inclusiveness Statement to fruition:

“University Housing staff value the multitude of different voices, opinions, experiences, and identities of the Illinois community. We respect and honor each member of the communities in which we work and live, inclusive of all aspects of individual and group identity and experience. Our commitment is woven into each of our interactions, programs, and decisions.”

Illinois Residential Experience

Family & Graduate Housing and Residential Life are committed to creating opportunities and experiences focused on Learning, Growing and Mattering for every person, on every floor, in every community.

- Facilitates active and passive educational strategies such as Community Conversations, hall- and campus-wide programs, bulletin boards, and staff development to address the following Learning Goals as part of the Illinois Residential Experience:
  1. Academic Success
  2. Engaged Citizenship
  3. Interpersonal & Intrapersonal Competence
  4. Social Justice Exploration
• Follows guidelines set forth by the Multicultural Advocate Continuing Education Plan outlining specific requirements for each academic year.
• Collaborates with SJLE Program Directors and Residence Hall Director to develop and implement lesson plans for educational strategies.

Community Development
• Provides leadership for fostering an inclusive community.
• Promotes understanding and awareness of social identity, privilege, power, and oppression.
• Offers assistance to students and staff members around questions pertaining to social identity, culture, and social justice.
• Encourages residents to utilize campus and community resources, making referrals as needed.
• Facilitate campus and community outreach that assist students with connecting with resources.
• Collaborates with hall staff team to assess the needs of residents.
• Advocates for individuals and communities whose voices may be marginalized.
• Challenges preconceived notions and the status quo.
• Responds to bias incidents and interpersonal conflicts.
• Educates self on issues related to social justice while reflecting intra-personally on own identity and experiences.
• Develop resources for students and staff related to social justice issues and/or topics.

Administrative Responsibilities
• Participates in the development of a professional relationship with supervisor and works to develop an effective working relationship with co-workers
• Actively participates and contributes to MA and hall-based team building, meetings, and team efforts while collaborating effectively with team staff members on joint tasks
• Demonstrates flexibility and adaptability while utilizing effective time management skills to accomplish job responsibilities.
• Has reliable attendance and completes paperwork in a timely and accurate manner while being prepared for meetings and educational strategies.
• Understands and maintains confidentiality requirements.
• Utilizes basic computer skills for the required technology (ThinkTank, EMS, TMA, Advocate, etc.).
• Meets expectations set by Program Directors for SJLE, the Residence Hall Director, and the Department of Residential Life.
• Has an understanding of the paraprofessional role in relation to the larger organization (Housing, Student Affairs, U of I).
• Participates in staff selection processes throughout the year, including Paraprofessional
Selection in the fall.

- Attends weekly Staff Development meetings for both the MA team and the hall team.
- Attends and engages in required training sessions, retreats, and developmental opportunities throughout the year.
- Performs other duties as assigned.