2016-2017 MINORITY PEER COUNSELOR PROGRAM
POSITION DESCRIPTION

For over 40 years, the Minority Peer Counselor (MPC) Program has supported thousands of students of color in their transition to Brown University, cultivated critical consciousness around issues of social identity, and channeled the efforts of scholar activists. MPCs are a community of Residential Peer Leaders, who are supervised by the Brown Center for Students of Color (BCSC) and the Office of Residential Life. As representatives of the BCSC, MPCs are expected to assist in the development of the Center’s mission:

**Visualize. Vocalize. Mobilize.**

The Brown Center for Students of Color (BCSC) serves as a gathering place for communities of color. Students are encouraged to build meaningful relationships across difference, develop racial and ethnic consciousness, and enact change at Brown and beyond. The BCSC advances the University’s mission of *educating and preparing students to discharge the offices of life with usefulness and reputation* by empowering students of color, cultivating leadership, facilitating critical reflection, fostering informed action, and promoting social justice.

To fulfill this mission, MPCs are expected to:

1. Respond to personal, social and academic needs of first year residential students, with an emphasis on students of color.
2. Build a community of support among first year students of color throughout campus.
3. Host campus-wide programs surrounding issues of racial/ethnic identity and its intersections with other social identities. Programming requirements fall into two categories noted below.
   - **Social Identity:** The social identity workshops are designed to foster learning on the systems of oppression and how they operate in society and at Brown in internalized, interpersonal, and systematic levels. Topics include, but are not limited to, racism, classism, sexism, ableism, heterosexism, and religious discrimination, among others. The participants of social identity workshops are encouraged to explore and interrogate how these systems operate in their own lives and often consider how they can resist against these systems.
   - **Open Conversations:** Open Conversations are designed to provide first year students with a forum to engage in dialogue with their peers about systems of power, privilege, and oppression. Some examples of topics for conversation are mental health, allyship, and privilege. The conversations provide foundational definitions and another opportunity beyond workshops for students to enter into these critical dialogues.
**BRIEF PROGRAM HISTORY**

In January of 1973, the MPC Program was created by Black upperclass students. The counselors volunteered their services to provide Black students with ongoing academic support with an emphasis on building a sense of community, tradition and strength. Over time the program grew to include more students of color from various racial and ethnic backgrounds. Since then students of color have built coalitions and worked together to be leaders in the efforts for racial justice on Brown’s campus. Through a system of community support, the student-run program has had a significant impact on making incoming students of color feel comfortable in a predominately white institution. They are a vital link in the network of peer support available to new students of color.

**ADDITIONAL QUALIFICATION**

- Past experience or strong interest in activities related to social justice. This may include participating in the Third World Transition Program (TWTP) or working with the BCSC in some capacity.

**TRAINING**

In addition to all RPL trainings, MPC must attend the BCSC Spring Staffer Retreat.

MPCs are strongly encouraged to participate in three optional Spring Training Sessions to learn more about the BCSC and their specialized responsibilities as MPCs. Each session will be no more than two hours. They will be arranged at times that can accommodate the highest number of participants.

**TIME COMMITMENT & AVAILABILITY**

- As RPLs, MPCs fulfill the requirements of the RPL role for time commitment and availability. MPCs are also required to meet for:
  - Small group meetings with their small group MPCC (reserve up to one hour per meeting).
  - Monthly BCSC staffer meetings (reserve up to an hour and a half per meeting).
  - Monthly General Body Meetings with MPC Coordinators and the Assistant Director for FYSP (reserve up to two hours per meeting).
  - Meet as needed with their working group and MPCCs to develop workshop plans.
  - One one-on-one meeting with the Assistant Director for FYSP per semester.
- MPCs are expected to be available during the Third World Transition Program.
- Please be advised that based on the needs of the program under which you are hired, you may be required to participate in additional meetings, training sessions and programs that require use of your time.