



POSITION TITLE: Tzedek Social Justice Fellow focused on Racial Justice at The Center for Participatory Change

- ✓ Are you passionate about and dedicated to social justice? Are you invested in combatting anti-Semitism, working for racial justice, and advocating for LGBTQ equality?
- ✓ Are you interested in building your skills as an advocate and change agent?
- ✓ When faced with individual and institutionalized oppression, do you feel compelled to speak up, take action, and work for change?
- ✓ Do you want to expand your professional network and gain hands-on experience working with a local nonprofit organization?

If you answered yes to the questions above, the Tzedek Social Justice Fellowship (TSJF) might be a great fit for you!



THE FELLOWSHIP

The Tzedek Social Justice Fellowship (TSJF) is a transformational experience for emerging social justice leaders that builds the capacity of organizations to effect change in Asheville and beyond. The Fellowship is committed to social justice, broadly defined, yet the work focuses primarily on LGBTQ rights, racial equity, and combatting anti-Semitism. Over the course of eleven months, Fellows develop essential skills to cultivate relationships within the local community, create powerful connections that bridge across bias, and organize grassroots movements for positive community change.

The Fellowship builds individual and organizational capacity by engaging passionate emerging leaders in eleven-month, paid, full-time positions at social justice organizations throughout the greater Asheville, North Carolina area. In addition to working 30 hours each week at their host site organization, Tzedek Fellows spend 10 hours developing life and leadership skills to help them become successful leaders and remain resilient throughout their careers. The Tzedek Social Justice Fellowship requires full and active participation in all fellowship-related events and activities. It is a 40-hour per week commitment, including times outside of regular business hours. It is critical that the final candidate is truly passionate about becoming a Fellow and is committed to the spirit of personal and professional development.

THE PRIMARY GOALS OF THE FELLOWSHIP ARE TO EQUIP FELLOWS WITH THE SKILLS TO:

- 1) Understand anti-Semitism throughout history and learn how to identify and effectively combat anti-Semitism in their communities.
- 2) Be powerful activists and advocates in the movement for LGBTQ rights.
- 3) Examine and combat oppression and discrimination within the context of eliminating racism.
- 4) Learn to build and work in diverse collaborative coalitions to achieve equity for *all* marginalized groups.
- 5) Expand personal and professional networks and co-create a community of social justice peers for life-long connection.
- 6) Positively impact the Asheville community by advancing the work of their host site organization.

- 7) Have satisfying, successful, and sustainable careers in social justice non-profits and grassroots organizing groups.

PARTICIPATION & TRAINING OPPORTUNITIES AND EXPECTATIONS:

- Participation in ongoing group activities including, but not limited to:
 - o A one-month paid orientation in August.
 - o InnerVision, a personal growth program offering life skills in mindfulness, awareness, and clarity.
 - o Weekly Fellow Forums with TSJF staff, including presentations and training sessions delivered by local and regional trainers and social justice leaders.
 - o Special social justice events (pop-up trainings, speakers, arts events) and social events for the Tzedek cohort.
 - o One-on-one meetings with TSJF staff and host site organization (HSO) supervisors.
 - o Position-specific expectations and requirements as expressed by the HSO supervisor.
- Creation of an individual professional development plan, including the identification of resources and training opportunities in alignment with the plan goals.
- Attendance at national conferences including [Creating Change](#) and either [The White Privilege Conference](#) or the [Facing Race Conference](#) depending on the conference scheduling.
- Willingness to develop and nurture honest, trusting, and open relationships with other Fellows, TSJF staff, and HSO staff.

For more information about the Tzedek Social Justice Fellowship visit
tzedekfellowship.org.



Organization and Position Details: Tzedek Fellow Focused on Racial Equity at The Center for Participatory Change

CPC's Racial Equity Circle focuses on creating healing spaces and building capacity and analysis skills to create racial equity strategies that center people most affected by structural racism. By mobilizing people of color, allies, and faith-based communities, the Racial Equity Circle focuses on areas such as healing internalized oppression and internalized superiority, equity in education, policing, and intersectional organizing for racial justice in Asheville and beyond. CPC works toward racial equity because we believe transforming structural racism within our communities, our movements, and within our lives is necessary to achieve collective liberation.

The Racial Equity Circle will continue its work to bring Latinx and Black communities together to organize across lines of difference, including language barriers.

The Tzedek Fellow will focus on the following activities in the 2017-2018 year:

- Support the Racial Equity Circle team in its work to strengthen relationships within the Black community
- Support coordination of racial equity trainings for communities most affected by structural racism and/or within institutional settings (i.e., schools)
- Support coordination of community building activities (i.e., Black Love, Black Joy, Black Healing Day)
- Support coordination of interfaith organizing work with allies in the movement for Black lives
- Support racial equity capacity building within intersectional organizing spaces

ORGANIZATIONAL PROFILE:

The Center for Participatory Change's (CPC) mission is: Igniting collective power, transforming systems of oppression, and healing ourselves in community. CPC's work is rooted in popular education and combines 3 strategies: 1) Create intersectional spaces for healing, 2) Build skills and structural analysis to lead and sustain movements for collective liberation and 3) Support and lead collective action. CPC has a circular structure, which does not include traditional positions such as Executive Director, Board Chair, etc. CPC has a staff of 9 women (the Full Circle), who engage in collective planning, strategizing and evaluation. The Full Circle includes two Core

Staff members who serve as the stewards of CPC's long-term vision. All staff support the work of CPC's Circles which include Sustainability, Racial Equity, Popular Education and Language Justice.

JOB DESCRIPTION:

The Racial Equity Fellow will be supported by and be accountable to the Racial Equity Circle Coordinators. The Fellow will work closely with the Racial Equity Circle staff and with all staff connected to the different aspects of CPC's work, gaining an understanding of the Language Justice, Popular Education and Sustainability Circles' scope of work. The Fellow's work will always be supported by the collective, and many times will involve co-working with both CPC staff and community members.

With the support of CPC, the Tzedek Racial Equity Fellow will strengthen their own analysis around racial equity and will be responsible for providing ongoing support for racial equity trainings, creating relationships and strengthening CPC's network with Black and Latinx leadership and peer networks in Buncombe County, including youth. With the Racial Equity Coordinators, they will lay the groundwork for racial equity organizing in intersectional and multilingual community spaces and institutional settings.

As an organization, CPC has organized for many years in the Latinx community and has built a strong community base. In 2017-18, our organization will work intentionally to center Black community and Black leadership, as a means to strengthening our base in the Black community of Asheville and building a container to hold racial equity organizing work toward a movement for Black lives.

DUTIES WILL INCLUDE:

- Lead relationship building activities including relevant community events
- Provide support in development and documentation of CPC racial equity model
- Co-develop evaluation materials
- Organize education curricula, materials, and resources
- Document activities and outcomes
- Participate in activities that strengthen CPC's sustainability including communications, fundraising, and events
- Participate in CPC Full Circle meetings
- Support training coordination and facilitation
- Craft Racial Equity Circle communications
- Perform other duties as assigned.

MINIMUM QUALIFICATIONS, ATTRIBUTES AND EXPERIENCE:

- Ability to work comfortably in diverse populations, specifically Black, immigrant, LGBTQ, and faith communities
- Willingness to openly discuss race and racism
- Ability to work flexible hours and adapt to project and community needs
- Ability to set goals and follow through to completion
- Interest in learning about structural racism and racial equity
- Enjoys working with people
- Self-motivated

PREFERRED SKILLS:

- Experience working in community or community organizing
- Experience planning events
- Experience facilitating presentations or workshops
- Experience in curriculum development
- Experience working with Black communities in the South
- Experience, commitment or openness to CPC's focus areas: language justice, popular education, racial equity, and cultural organizing

ADDITIONAL DETAILS:

Position requires some evening and weekend hours.

HOW TO APPLY:

Send a cover letter, resume, and 2 professional or personal references to tamiko@cpcwnc.org and tami@cpcwnc.org by April 15, 2017. Please use the subject line "Tzedek Fellowship Application 2017" in your email.

*****People of Color, LGBTQ individuals, and WNC residents are strongly encouraged to apply.*****

COMPENSATION AND BENEFITS:

The Tzedek Social Justice Fellowship is a full-time, eleven month, non-renewable, temporary position. Fellows receive a base salary of \$28,000, employee sponsored health care or a health care stipend, and a professional development stipend of \$1,000. The Fellowship begins with a month-long orientation starting on August 7, 2017.

LEAVE TIME:

Fellow will receive 10 holidays of their choice, 15 vacation days, and 10 sick days.

CONTACT:

Tamiko Ambrose Murray
Center for Participatory Change (CPC)
610 Haywood Road
Asheville, NC 28806

<http://www.cpcwnc.org/>

NON-DISCRIMINATION POLICY:

The Center for Participatory Change is committed to equality in employment and programming. CPC does not discriminate on the basis of race, color, national origin, ancestry, sex, disability, religion, age, sexual orientation, gender expression, gender identity, or veteran status in its hiring practices, programs, services or activities. All are encouraged to apply, especially women and people of color.