



## **POSITION TITLE: Tzedek Social Justice Fellow focused on Operations and Engagement at The Campaign for Southern Equality**

- ✓ 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
- ✓ When faced with individual and institutionalized oppression, do you feel compelled to speak up, take action, and work for change?
- ✓ Are you interested in building your skills as an advocate and change agent?
- ✓ 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](http://tzedekfellowship.org).**



## **Organization and Position Details: Tzedek Fellow Focused on Operations and Engagement at The Campaign for Southern Equality.**

The Campaign for Southern Equality (CSE) promotes LGBTQ equality – both legal and lived – across the South. In 2017-2018, our Tzedek Social Justice Fellow will work on CSE’s “Operations and Engagement.” This role will focus on the daily operations of a fast-paced non-profit that works across the South and our engagement with new and existing donors. The experience will provide a Fellow with critical skills and knowledge that translate across sectors, with a particular emphasis on fundraising, administration, and compliance issues.

### **ORGANIZATIONAL PROFILE:**

CSE was launched in 2011 after a 6-year planning period to work toward full LGBTQ equality in the South. Our work spans the South from Mississippi to the Carolinas and involves a unique blend of strategies that respond to the critical needs and extraordinary opportunities to organize in new ways in the South. As a Southern progressive civil rights group, we also engage in efforts to achieve racial equity and economic justice. All of our work is based on empathic resistance, which calls for 1) resisting persecuting systems by expressing the authentic self; and 2) approaching those who oppose you with empathy.

### **JOB DESCRIPTION:**

Through our Operations and Engagement efforts, we ensure that CSE is a healthy, efficiently run organization that can maximize its impact in our community and stretch every dollar to the max. From day one, the Fellow will be hands on with our team – working on everything from how we keep the lights on to planning engagement events so that donors can connect directly with CSE to working with staff on the logistics of programming. Operations and Engagement efforts are often behind the scenes and are vital to the organization’s ability to function. We are a grassroots organization committed to innovation and this position offers many opportunities to learn hard skills that can easily transfer into other sectors. This position will report to CSE’s Director of Operations and Engagement. The Fellow will work with every member of CSE’s staff and many community members.

**DUTIES WILL INCLUDE:**

- Assisting with the daily operations of CSE, including administration, logistics and compliance;
- Assist with donor engagement, including data management, communications, direct mail appeals and donor events;
- Perform other duties as assigned.

**MINIMUM QUALIFICATIONS, ATTRIBUTES AND EXPERIENCE:**

There is no degree requirement for this position and we look forward to hearing from candidates with varied backgrounds. Minimum requirements include 2 to 5 years of relevant professional experience OR a degree in a relevant field.

For example, a candidate might have experience working on political campaigns; a strong background in customer service or event planning; a graduate degree in a relevant field; or relevant experience in direct services.

Candidates must:

- Have a valid driver's license or the ability to get one; and
- Have tech competency and a readiness to acquire new skills (data entry; Word; Excel; Google applications; ability to use Facebook, Twitter and other social media platforms).

**PREFERRED SKILLS:**

We are also looking for a candidate who:

- loves working with people;
- works hard and delivers excellent results on deadline;
- is detail oriented;
- is motivated by challenges;
- has strong verbal and written communication skills;
- has the initiative to work autonomously and the skills to collaborate effectively;
- understands the South, even if you're not from here;
- is passionate about LGBTQ rights – as a LGBTQ person or an ally – and is committed to building a LGBTQ movement that reflects the rich diversity of the Southern LGBTQ community related to race, class, gender identity, education, geography, and faith; and
- has a good sense of humor.

**ADDITIONAL DETAILS:**

None

**HOW TO APPLY:**

To apply, please submit the following to [info@southernequality.org](mailto:info@southernequality.org) by April 15, 2017. Please use the subject line "Tzedek Fellowship Application 2017" in your email.

- A cover letter of up to 2 pages telling us who you are, what matters to you, and why you want to work for LGBTQ equality in the South;
- Your CV;
- A writing sample of up to 2 pages; and
- A work sample from any discipline and in any medium (Show us what you can do.).

**\*\*\*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:**

A Fellow will be eligible for 15 paid leave days and 10 paid sick days. The CSE office closes in recognition of 10 holidays and on general Election Days.

**CONTACT:**

Chloe Stuber, Hometown Organizing Project Director  
Campaign for Southern Equality  
P.O. Box 364  
Asheville, NC 28804

[www.southernequality.org](http://www.southernequality.org)  
828.242.1559  
[chloe@southernequality.org](mailto:chloe@southernequality.org)

**NON-DISCRIMINATION POLICY:**

Campaign for Southern Equality is committed to equality in employment and programming. CSE 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.