



Job Title	Policy Manager
Reports to	Deputy Director of Policy & Government Relations
Location	Brooklyn, NY
Status	Full-time
FLSA Status (OT eligibility)	Exempt

ABOUT GIRLS FOR GENDER EQUITY

Girls for Gender Equity (GGE) is an intergenerational advocacy organization committed to the physical, psychological, social, and economic development of cisgender (cis) and transgender (trans) girls and women of color and gender nonconforming/non-binary (GNCNB) youth of color. GGE challenges structural forces -- racism, sexism, transphobia, homophobia, economic inequality -- that work to constrict the freedom, full expression, and rights of trans and cis girls and young women of color and GNCNB youth of color.

Founded with an Open Society Institute Fellowship in 2001, GGE began in response to community needs for girls of color to have safe and equitable fitness and leadership development programming. The rape of an 8-year-old Black girl on her way to school in Bedford-Stuyvesant, Brooklyn led GGE to become a nonprofit organization in 2002, addressing the root causes of gender-based violence and promoting gender equity, human and civil rights for young people of color. GGE is continuing to expand as the needs of our constituents and our base of supporters grow.

GGE's work is grounded in intersectional Black feminism, positive youth development, strengths-based, eco-systemic social work practice, and popular education theory. Our theory of change articulates our efforts to cultivate a culture and environment in which cis and trans girls of color and GNCNB youth of color are equitably supported to live free, self-determined lives; eradicate institutionalized barriers to gender equity; and dismantle all systems of oppression. We ultimately believe in and work toward a world where cis and trans girls of color and gender nonconforming/non-binary youth of color are free.

POSITION

Girls for Gender Equity is hiring a Policy Manager who will continue GGE's legacy of driving change at the city, state and national level with attention to the experiences of cis and trans girls of color and gender nonconforming youth of color. This role is ideal for someone steeped in community organizing work who seeks to drive policy change with attention to New York City and State.

The Policy Manager will work under the supervision of the Deputy Director of Policy and Government Relations and will collaborate closely with the Director of Policy and Government Relations, Chief of Staff, and Executive Director to develop, implement and lead policy initiatives to achieve equity for cis and trans girls and gender nonconforming youth of color.

The Policy Manager will lead 1 - 3 campaigns as determined in consultation with GGE leadership and will support other GGE campaigns. These efforts will raise racial and gender equity in public debate and lead GGE to tangible policy wins at the local, state, and national level to create conditions in which cis and trans girls and gender nonconforming youth of color thrive.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Identify strategic opportunities for GGE to further policy initiatives designed to transform the lives of cis and trans girls and gender nonconforming youth of color.



- Design, implement, and lead advocacy campaigns to achieve GGE’s public policy goals, including initiatives at the local, state, and federal level.
- Represent GGE with external partners and take leadership in external coalitions to ensure that racial and gender equity, including ending gender-based violence, are centered in policy priorities and platforms.
- Research and write policy reports, fact sheets, blogs, op-eds, and other materials for public education and advocacy purposes.
- Build and manage relationships with members and leadership within the New York City Council to secure public funding for our work.
- Build and manage relationships with city and state policymakers to lift GGE’s profile and secure support for policy priorities and the organization as a whole.
- Partner with GGE staff and youth organizers to train them in advocacy tactics, educate them about GGE policy platforms and priorities, and facilitate their participation in campaigns.
- Maintain expertise in each of the GGE priority areas, including monitoring changes at the city, state, and federal level, and ensure that GGE staff is informed of the contours of key policy debates.
- Present publicly at national, state, and local forums, conferences and meetings as needed.
- Supervise interns as needed.

EXPERIENCE, SKILLS & QUALITIES

Experience

- Experience with national, state or local policies and legislation impacting young people of color - especially education and criminal and/or juvenile justice issues;
- Experience working in coalition, including developing shared plans, coordinating external and internal communications, and managing political dynamics;
- Experience planning strategic advocacy strategies and familiarity with the legislative process at the local, state and/or federal level.

Skills

- Excellent communication and interpersonal skills including ability to communicate effectively with diverse stakeholders, including elected officials, students, and other advocates;
- Excellent research, analytical, and writing skills.
- Proven ability to synthesize complex issues to present to a universal audience.
- Initiative, creative thinking, and the ability to handle multiple priorities under tight deadlines.

Qualities

- Committed to advancing GGE’s mission and work;
- Highly organized, self-motivated, independent worker who can prioritize tasks and manage multiple projects at once;
- Creative problem-solver who anticipates challenges and seizes opportunities for collaboration;
- Able to implement a vision, think strategically, exercise good judgment, and lead change;
- Initiative-taker with a strong work ethic and efficient, results-oriented approach; and
- High level of self-awareness and ability to give and receive feedback well.



Desired but Not Required:

- Experience working with New York City and State government;
- Lived experience with school pushout, the criminal legal system, navigating gender, gender identity, and/or racial equity issues;
- Experience working directly with youth is also a plus.

Compensation and Benefits: Compensation is competitive and commensurate with experience including full health care benefits, paid vacation and 401k.

Limitations and Disclaimer: The above job description is meant to describe the general nature and level of work being performed; it is not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required for the position. The team member may be required to perform duties outside of their normal responsibilities from time to time, as needed.

For further details about GGE’s mission, vision and work, please visit <http://www.ggenyc.org>

Compensation and Benefits: Compensation is competitive and commensurate with experience. Benefits include full health care benefits, paid vacation commensurate with years of service and 401k plan with employer match after one year of service.

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How to Apply:

All applications will be received via email and snail mail. No phone calls or fax, please.

All applications must include (in PDF format):

- Resume
- Thoughtful cover letter (including how you became aware of this opportunity: job portal, referral, etc.)
- Policy-focused writing sample

E-mail applications to: JoinTheTeam@ggenyc.org

Subject Line: Policy Manager/YOUR NAME

The priority deadline for applications is July 26, 2019.



GGE is an Equal Opportunity Employer. GGE provides equal employment opportunities to all employees, job applicants, interns, and volunteers without regard to race, color, religion, creed, political association, ancestry, sex, sexual orientation, gender identity or expression, marital or partnership status, national origin, immigration or citizenship status, age, military or veteran status, pregnancy, caregiver status, handicap or disability, genetic information or characteristic, unemployment status, arrest or conviction record, credit history, status as a victim or survivor of domestic violence, sex offenses, or stalking, or status in any group protected by federal, state, or local law in accordance with applicable law.