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| <b>Job Title</b>                    | <b>Community Organizer</b>                    |
| <b>Reports to</b>                   | <b>Director of Campaigns &amp; Organizing</b> |
| <b>Location</b>                     | <b>Brooklyn, NY</b>                           |
| <b>Status</b>                       | <b>Full-time</b>                              |
| <b>FLSA Status (OT eligibility)</b> | <b>Non-Exempt</b>                             |

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### **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**

GGE is seeking a full-time **Community Organizer** to join our team. This position will utilize organizing and activism strategies to harness and mobilize the cultural clout, creativity, and energy of young cis, trans and non-binary youth of color, and their allies, to run campaigns that support GGE's mission. This role will initially support building upon our existing community and relationships across New York State, and building a strategy for GGE to grow its capacity to engage in movement building and activism.

This position will be supervised by GGE's Director of Campaigns and Organizing. The Community Organizer will:

1. Support proactive strategy and rapid response efforts focused on issues related to cis, trans and nonbinary youth of color;
2. Advance local, statewide and in some cases, national campaigns;
3. Work with external organizations to maintain, expand and energize our organizing efforts, specifically integrating the protection and freedoms of youth of color across all issue campaigns and organizing efforts;
4. Utilize digital organizing tactics for campaign-oriented communications, mobilization, and activism;
5. Organize and execute public mobilizations including rallies, public events, and/or participation as partners in large scale events.



## **ESSENTIAL DUTIES AND RESPONSIBILITIES**

### Basebuilding & Grassroots Organizing

- Build and support a grassroots membership structure of individuals interested in and excited about racial and gender equity;
- Develop leadership skills of potential members and supporters of GGE's campaigns;
- Provide individualized support and development for emerging leaders, with particular attention to young people.

### Coalition Engagement & Grassroots Organizing

- Advance effective coalitions of organizations that support cis and trans girls of color and GNC/NB youth of color
- Maintain relationships with organizational leaders and counterparts at partner organizations.

### Digital Organizing and Mobilization

- Experience driving rapid response mobilization in partnership with Digital and Communications staff
- Familiarity or willingness to learn usage of a range of tools to help organize GGE's base online, including but not limited to CRM, SMS and emerging products to mobilize supporters.

### Campaign Strategy

- Understanding or willingness to learn about New York City, New York State and national political landscape, with particular attention to racial and gender equity;
- Familiarity or willingness to learn legal frameworks for 501c3 and 501c4 eligible activities.

## **EXPERIENCE, SKILLS & QUALITIES**

### Experience

- Understanding of base building campaigns at the municipal or state level;
- Familiarity with powerbuilding tactics and strategy;
- Knowledge of movements for social justice that are rooted in racial and gender equity.

### Skills

- Stellar communication skills;
- Impeccable attention to detail, systems, and processes;
- Flexible, able to shift priorities and maintain a sense of perspective;
- Strategic and results oriented collaboration with a leadership team;
- Ability to coach and support junior staff;
- Familiarity, comfort, and ability to thrive within a small, dynamic team environment.

### 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 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**

- Lived experience with school pushout, the criminal legal system, navigating gender, gender identity, and/or racial equity issues.

**Compensation and Benefits:** Starting compensation for this role is **\$50,700**. GGE's benefits & perks are outlined [here](#).

**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>, and @ggenyc on Twitter and Instagram

#### **How to Apply:**

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

All applications must include (in PDF format):

- Resume
- Thoughtful cover letter (including how you became aware of this opportunity: job portal, referral, etc.) that specifically outlines commitment to base building and community organizing.

E-mail applications to: [JoinTheTeam@ggenyc.org](mailto:JoinTheTeam@ggenyc.org)

Subject Line: **Community Organizer**/YOUR NAME

**Priority application deadline is October 11, 2019.**

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**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.