



Training and Movement-Building Fellow

About the Bayard Rustin Democracy Fellowship

The Bayard Rustin Democracy Fellowship is a senior-level fellowship program for experienced people of color, LGBTQ+ individuals, and anyone committed to issues impacting these communities. It is intended to create a pathway for individuals who want to advance beyond mid-level positions in movement organizations to shape strategy and grow the democracy movement in a way that is reflective of and responsive to the emerging majority.

The DIEF is leading key enviro, social justice, civil rights, and labor partners in a national Vote By Mail campaign to demand an equitable democracy in the midst of the COVID-19 pandemic. The fellow will play an integral role in coordinating trainings in collaboration with DIEF partners in key states. These trainings will prepare a cadre of grassroots leaders (vote by mail captains) and volunteers to fill roles that will be essential to safe secure elections during the pandemic.

The Fellowship is named for the great civil rights leader Bayard Rustin. As a gay, Black man, Rustin believed that those who suffer most from inequity and hate are the game-changers in the fight for democracy.

About the Democracy Initiative

The Democracy Initiative is a unique, broad and diverse coalition of 74 organizations committed to expanding and defending our democracy by growing the grassroots activist base. Our model of change views democracy as a cross-cutting, foundational issue that strengthens popular movements and increases our chances to win economic, social and environmental justice for our communities. All our work is developed through a race/class equity lens.

Duties of the Fellow

The Training and Movement-Building Fellow will work with the Democracy Initiative's leadership, staff and partners to motivate, educate and empower state and local activists in support of field organizing efforts to protect and expand U.S. democracy, with a current focus on Vote By Mail and election protection. Specific responsibilities include:

- Working with the Training and Movement-Building Coordinator and the Democracy Initiative's membership-based partner organizations to organize, conduct and evaluate Democracy Champions trainings for grassroots activists. (Trainings are currently being held on-line.)

- Overseeing the scheduling, staffing and coordination of trainings and working with partners to recruit trainers and participants.
- Assisting in the development of customized trainings for Democracy Initiative partners.
- Assisting in the development of additional training modules, tools and materials as needed to support field organizing effort.
- Working with Field staff to follow up with training participants and support their advancement up the ladder of engagement.

Requirements

The successful candidate will have the following core competencies:

- Local and state grassroots organizing experience with democracy, community, labor, civil rights or environmental organizations.
- Commitment to building sustainable movements to win change that improves peoples' lives. While electoral experience is helpful, we believe that democracy is important 365 days a year, every year, and are most interested in candidates' experience in campaigns not tied to the election cycle.
- Commitment to non-hierarchical popular education practices.
- Strong face-to-face and written communication skills.
- Ability to build new and long-lasting relationships across race, gender and class lines.
- Ability to thrive in a fast-paced, team environment.
- Passion for using proactive democracy reform to disrupt systems of oppression.

The Democracy Initiative is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, sex, religion, age, disability, sexual orientation, gender identity, veteran status, height, weight, or marital status. Black, brown and LGBTQ+ individuals from marginalized communities are especially encouraged to apply for the Fellowship.

The Fellowship carries a salary of \$70,000 and includes benefits. The term of the Fellowship runs for 12 months, beginning July 2020.

To Apply

Please send a cover letter, resume and writing sample to jobs@democracyinitiative.org Please note in the subject line the specific Fellowship for which you are applying.