

**Job Title:** Education Justice Organizer

**Organization:** Education Justice Coalition of Vermont ([www.ethnicstudiesvt.org](http://www.ethnicstudiesvt.org))

**Position Overview:**

The EdJ Coalition (Education Justice Coalition of Vermont) was formed in 2017 to address the lack of representation of non-dominant cultures and social identities in school curriculums, and to advocate for equitable school policies and practices. Our mission is to promote justice for all students in the Vermont education system through organizing, building community power, and developing and promoting Ethnic studies, Disability studies, Native American Studies, and LGBTQIA+ curriculum and pedagogy.

The Ethnic Studies and Social Equity Working Group bill, H.3, became a law, [Act 1](#), on March 29th, 2019. The bill created a Working Group to review state education standards and recommend updates and additional standards that fully recognize the history, contributions and perspectives of historically marginalized ethnic and social groups. This is a huge task for this diverse group of volunteers and stakeholders and they need our support!

The Coalition works in a non-hierarchical horizontal structure. This position will work closely with the Act 1 Working Group and help implement their vision for community involvement.

**Responsibilities:**

- Gather community input from educators, students, and parents/caregivers in the development and implementation of Act 1 through forums, focus groups, surveys, and other activities.
- Organize public events in collaboration with grassroots groups to uplift and support the implementation of Act 1 and the development of recommendations
- Build collaboration between the Act 1 Working Group and Vermont education stakeholders
- Collaborate in conceptualizing, writing, editing and distributing Act 1 reports and other written and web-based communications.
- Explore and promote ethnic studies focused professional development opportunities for Vermont educators that align with Act 1 goals
- Meet regularly with the Act 1 Coordinating Committee, the Coalition Coordinator, the Working Group and its subcommittees, and the Coalition Core Members to coordinate and support the work.
- Support with EdJ Coalition fundraising and/or communications

**Required Qualifications:**

- Demonstrated commitment to racial and social justice, equity in education and an understanding of and appreciation for the values, mission, and goals of the EdJ Coalition.
- Community organizing and leadership skills; experience mobilizing groups of individuals around a common goal.
- Experience/knowledge of the K-12 school system(s). Understanding and experience with the Vermont school system(s) is helpful.
- Strong facilitation skills.
- Proven ability to work in a manner that respects differences in race, ethnicity, age, sex, sexual orientation, gender identity and expression, religion, disability, and socio-economic circumstance.
- Excellent communication skills, both written and oral. Ability to research and write clear and concise documents that are accessible to a broad audience.
- Ability to work independently and to keep organized in a fast-paced environment, manage several tasks, and adjust to frequently changing needs.
- Demonstrated project management and time management skills
- Ability to work irregular hours, and to attend evening and weekend meetings.
- The ideal candidate inspires collaboration, lifts up the work of others, and maintains balance and perspective with patience and a sense of humor.

#### **Useful Additional Skills:**

- Demonstrated experience using social media and other web-based communication in support of organizing or mobilizing. Proficiency with computers, Microsoft Office software, database management, and various web platforms.

#### **Our Values:**

Justice, Transformation, Flexibility, Community Healing, Joy, Growth, Truth, Love, and Personal Healing.

#### **As a Coalition:**

- We imagine worlds that don't exist
- We include all voices without demanding commitment
- We acknowledge that what each member brings is enough
- We are still learning
- We believe that regardless of citizenship or residency, that we all belong.
- We see and name the truth.
- We are all part of the "us" and
- We don't leave people impacted by oppression behind.
- We believe in process being more important than the product.

- We believe that change is possible, and when stories are silenced, we can't do the work.

**Compensation:**

This is a 20-hour/week position with the potential for increased hours depending on funding. Salary for the position is \$20-24 an hour depending on experience. Benefits and time off to be negotiated. This is a one-year position with the potential continuation based on resources available.

**Application Procedure:**

To apply, email a cover letter, resume to [vtethnicstudies@gmail.com](mailto:vtethnicstudies@gmail.com).

**Deadline:**

Applications close on Friday, October 29th at 4:00 pm.

**The Education Justice Coalition of Vermont is an equal opportunity employer. We value a diverse workforce and an inclusive culture. We encourage applications from all qualified individuals without regard to race, color, religion, gender, gender identity or expression, sexual orientation, age, national origin, marital status, citizenship, disability, and veteran status.**