

RACCE Youth Organizing Position

RACCE is a Waterbury-based organization that works to advance racial equity and social justice in our schools and community. We do that by organizing and supporting students, youth and motivated community members directly impacted by the Waterbury Public Schools to fight systemic racism and white supremacy manifested in our community.

Our theory of change includes three key components and all of our staff must be able to participate in all phases. We basebuild, develop youth leaders, and advance campaigns by using the power we build to change the culture, policies and programs, and the outcomes our schools produce that exacerbate poverty, the school-to-prison pipeline, low-levels of civic participation, and generational inequities that endanger the lives of Black and Brown, LGTBQIA+, and poor students and their families.

We envision a community where liberation and freedom to be who you are wherever you are is recognized as being tantamount to living a just life free systemic as well as interpersonal violence.

RACCE Youth Organizer will work directly with our Community Organizer and leadership staff to organize youth aged 15-30 years old to become RACCE members. Duties include:

Base Building

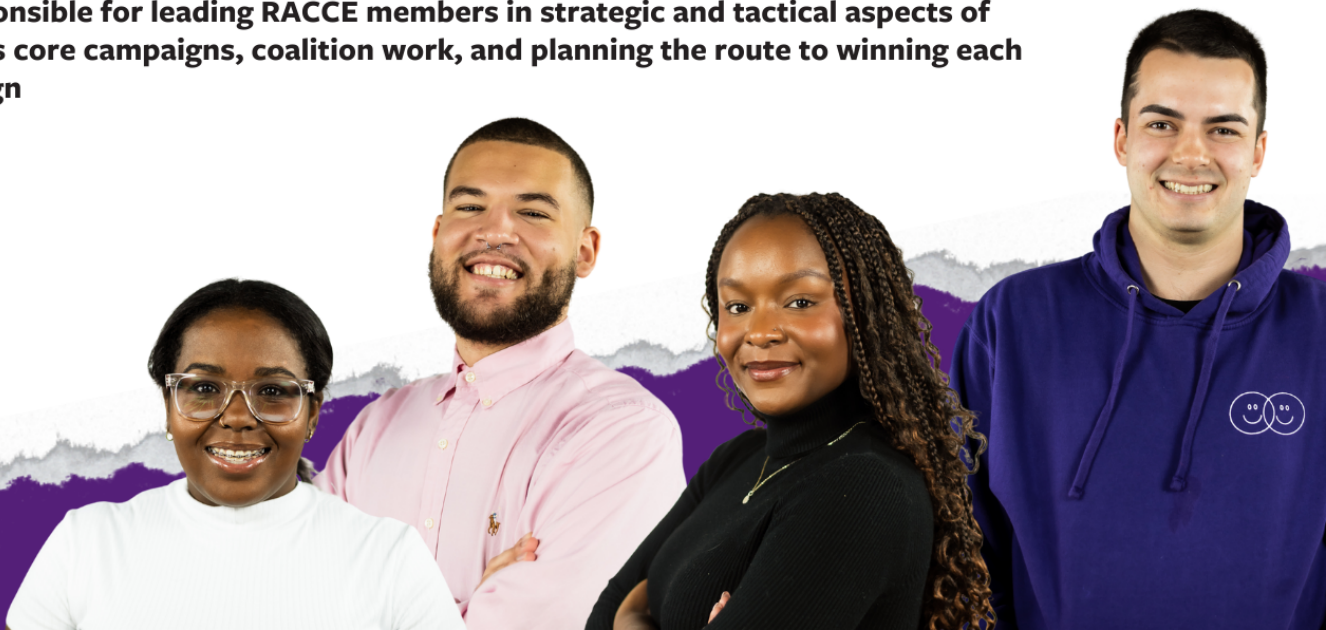
- **Phone banking, canvassing, email, texting, conducting 1:1's, tabling at events, developing organizational partnerships, coalition building and other activities that lead to folx becoming RACCE members who are capable guiding and advancing our shared goals**

Leadership Development

- **Develop trainings and workshops for youth membership on base building, advocacy campaigning and civic engagement**

Advocacy Campaigning

- **Be responsible for leading RACCE members in strategic and tactical aspects of RACCE's core campaigns, coalition work, and planning the route to winning each campaign**



Other Responsibilities

- Create, edit and influence RACCE social media for outreach and community engagement
- Maintain relationships with consultants and vendors that directly support youth organizing
- Promote organizational goals and values in all internal and external activities
- Lead and participate in membership meetings, staff meetings, RACCE sponsored or hosted events and community building events
- Prepare quarterly work plans as directed by RACCE leadership
- Participate in fundraising activities as necessary, such as site visits, documenting activities, and assisting with grant reports
- Participate in planned individual and staff evaluations
- Learn and successfully use technologies such as Capitol Canary, Hustle, Mailchimp, and others as leadership and membership determines
- Track, attend, and debrief RACCE staff and members on locally elected board meetings
- Complete weekly timesheets and monthly reports
- Attend yearly staff and multi-stakeholder meetings

Work Schedule, Hours, and Compensation

Organizing for racial equity and social justice is not a M-F/9 to 5 job. Candidates should be willing to plan and execute strategies during the times, places, and spaces that students and youth in Waterbury are available. Candidates will also be expected to meet with RACCE leadership, participate in representing RACCE and our members, and advance campaigns during traditional work days and hours during the month.

This position requires 18-24 hours per week.

Pay range will be \$1,600.00 to \$2,000.00 per month paid monthly through a 1099 independent worker contract. A minimum 12-month contract is required.

Desired Qualifications

- 1-2 years of experience working with youth (15-30 yrs old) in a collaborative manner
- Be resident of Waterbury
- Knowledge of Waterbury Public Schools and/or teaching and learning in Connecticut public schools
- Proficient in utilizing online organizing tools and social media to do outreach and engagement
- English and Spanish verbal and writing skills are preferred
- Knowledge of systems of oppression, racism, and white supremacy



**Challenge systems of oppression by advocating
for culturally competent educational practices.**