



Outreach Coordinator

**Environmental Justice, Climate, and Democracy
Black Environmental Leaders Action Fund**

Number of Positions: Two (2)

Expected Start Date: ASAP

Primary Service Areas: Dayton & Columbus, OH

Location: Remote

Statement of General Purpose:

The Black Environmental Leaders Action Fund (BEL AF) is a non-partisan equitable policy/advocacy initiative formed to build the political power of Ohio's environmental justice movement through strategic issues and electoral campaigns.

Founded in 2021, BEL AF partners with communities, local government entities, foundations, multiple sectors, and public health agencies to bring research, practice, strategy, and analysis to the pressing energy, health and climate equity concerns of the day.

In Ohio and across the country, decades of deliberately racist policies and planning decisions have caused tremendous environmental harm to Black, Indigenous and People of Color (BIPOC) communities. Disproportionate exposure to air and water pollution, climate change (flooding, high heat days) and lead exposure translate to higher rates of asthma, infant mortality, lead poisoning and other life threatening comorbidities. Further, research reveals that the COVID-19 pandemic has only underscored this reality, where BIPOC communities are three times as likely as their white neighbors to be infected by the coronavirus and nearly twice as likely to die from it.

Racial injustice, environmental injustice and the health of our democracy are inextricably linked; Gerrymandered districts deny our most impacted citizens' concerns from being heard, and corruption in the political process acts as sand in the gears of good governance – preventing communities from taking back power. However, communities are not powerless to change their circumstances and confront environmental and racial injustices.

Progress is possible when communities build power, speak truth to power and build coalitions that shift the balance of power and result in real policy change. The need to include additional strategic voices and actions, with a specific focus on prevention, systems and policy change, community resilience, and harm reduction for those most impacted is acknowledged. In these unprecedented times, there is a unique opportunity to look into existing systems and build processes that support the equitable and just provision of clean, affordable energy and various aspects of remediation within environmental justice communities. The work of BEL AF aims to change processes that reproduce present day outcomes and to hold systems and decision makers within those systems accountable to closing gaps. Until the policies, institutional practices, power dynamics, and problematic narratives that produced these inequities in the first place are transformed, inequities will persist or worsen.



Mission

Our mission is to protect and enhance energy justice, health outcomes and climate equity of all Ohio communities by engaging in effective public advocacy, legislative outreach and public education activities.

Programming Service Goals

Overview:

Representing the environmental interests of Black Ohioans to influence and change systems by identifying and engaging a diverse coalition of voters, advocates, and decision-makers through education and political engagement.

- Identify and engage people, who need to be involved, to address environmental justice issues comprehensively.
- Educate and lobby the Ohio General Assembly, United States Congress, local and city councils and executive branch officials on equity, environmental justice, economic justice, environment and conservation issues.
- Educate the public about the position of elected decision makers on environmental justice, environmental and conservation issues through various efforts including publication of BEL Action Fund's Environmental Justice scorecard.
- Educate the public on equity, environmental justice and environmental issues facing Ohio and influence public opinion on a non-partisan basis through: social media posts, email action alerts, digital advertisements, and community conversations.
- Activate Ohio voters to support equity, environmental justice and pro-environment ballot initiatives.
- Represent the public interest at legislative and administrative hearings on environmental justice matters.
- Build prevention and equity into key policies and actions at the federal, state, local, and organizational levels to ensure that the places where all people live, work, play and learn foster health, safety, and wellbeing.
- Strive to influence norms change, systems change and build the power of environmental justice communities, through individual and group action before local, state and federal legislature and administrative agencies.

Population Served:

BEL AF serves all Ohioans, with a focus on the equity and environmental justice needs of BIPOC communities.



Principle Duties (major areas of responsibility):

Identify Opportunities for Collaboration

- Coordinate and Maintain Projects
- Expand New Partnerships
- Strategize and implement tactics to connect with frontline and fence-line communities to inform environmental justice policy stances and advocacy
- Write memos from research and community engagement efforts to supplement strategies and keep track of ongoing efforts
- Build and maintain partnerships with organizations and institutions across local, state, and federal agencies that represent and/or work closely with Black, Indigenous, Latinx, Asian, and Pacific Islander constituent groups
- Work with stakeholders to identify shared priorities among communities and BEL AF to enhance policy advocacy on issue topics including, but not limited to, water, land, air, health, and energy

Engage in Environmental Justice Advocacy

- Identify opportunities for BEL AF to provide advanced planning and rapid responsiveness to community partners to address Environmental Justice, Climate and Democracy urgencies
- Create and implement tactics to ensure the environmental justice team is informed about issues and opportunities occurring in key target areas and among key constituent groups
- Connect Communities of Color and Environmental Justice, Climate and Democracy Issues
- Assist teams in building a new narrative that centers Black, Indigenous, Latinx, Asian, and Pacific Islander environmentalists and communities
- Write articles, alerts, opinion pieces, memos, etc. that build a stronger connection between history, cultural identities, and the environment
- Organize and facilitate discussions with community leaders and decision makers to uplift shared priorities
- Perform additional duties as needed to ensure the success of the Environmental Justice, Climate, and Democracy programming

Administrative Capacity

- Coordinates tasks from projects to ensure objectives are met by implementing strategic business operations.
- Attends meetings and takes lead on follow-up needs.
- Assists the Executive Director in organizing program-related deliverables to ensure the success of projects.
- Provides input and innovation to drive the overall direction of projects.
- Implements and maintains equitable and inclusive processes for project leads and subsequent stakeholders.



- Organizing skills that include strategic campaigns, base building, leadership development, and strategies for building a democratic self-determined organization;
- Political analysis that provides organizers with a framework that connects issues and integrates a racial justice lens, identifies root causes of the problems around which they are organizing, and helps them understand the role of vision and ideology in sustaining one's organizing practice over the long haul; and
- Personal strategies for the long haul that help organizers develop their capacity for self-reflection, handle the balance between work and personal life more effectively, and develop strategies for grappling with the challenges inherent in organizing for justice in a society where the structures of power and resources are deeply unequal.

Administrative Support

- Serves as the main point of contact for the Environmental Justice, Climate, and Democracy programming and helps navigate requests from internal and external partners.
- Responsible for scheduling calls and taking notes when necessary.

Assists in Program Development

- Maintains qualitative and quantitative metrics to measure program reach and impact.
- Provides input on new and innovative ways of measuring program success.
- Ensures program materials (e.g., powerpoint presentations, reports, publications, web content) are up-to-date and accurately reflects program objectives and priorities.
- Develops authentic relationships with staff, affiliates, and board members.
- Represents the program and embodies principles of equity and justice and environmental justice.

Research

- Conducts preliminary research on issue-topics when applicable.
- Assists in the development of reports and publications.
- Seeks professional development opportunities that align with their personal and career endeavors.

Minimum Experience:

- College degree or a minimum of 3 years with relevant work experience in administration or project coordination
- Proficient in Microsoft Office applications, Zoom, Constant Contact and Social Media



Required Competencies:

- Able to apply discernment to prioritize tasks and deliverables to maintain projects and program needs
- Environmental justice subject-matter expertise through educational or lived experience
- Committed to deepening an environmental justice approach in policy priorities, program development, and partner engagement
- Motivated by values of equity and responsibility to those most marginalized
- Dedicated to deepening understanding of cultural and systemic racism and the intersectionality of multiple forms of social inequality
- Demonstrates awareness of positional power and privilege (both personally and professionally) and its attendant impacts
- Consistently brings a high level of empathy and social skills to work and interpersonal interactions
- Acknowledges when mistakes are made and harm is done; works to repair breaches in relationships
- Openly holds space, and invites others into conversations during sensitive engagements, exhibiting a responsible and respectful demeanor with colleagues and partners
- Strong communication skills and welcoming of constructive feedback
- Demonstrates awareness of the attributes associated with a white dominant culture and takes actions to dismantle hierarchies of oppression within that culture

Preferred Competencies:

- Experienced organizer with the ability to bring together stakeholders across Black, Indigenous, Latinx/e, Asian, Pacific Islander constituent groups and communities of lower wealth around a common goal
- Expert communication skills (e.g., verbal, written) and welcoming of constructive feedback
- A passion for and commitment to BEL AF's mission

Application:

Applications will be reviewed on a rolling basis.

The salary range for this position is currently \$45,000 - \$65,000 annually, dependent upon qualifications and experience.

BEL Action Fund values work-life balance and a family-friendly atmosphere. Our paid time-off includes 3 weeks of vacation leave, open wellbeing leave, 10 paid holidays, 3 floating holidays, a week-long winter break, and additional leave options, per year. In addition, our benefits package includes medical, dental,



and vision insurance, 16 weeks of paid FMLA leave, and flexible work options including telecommuting, non-traditional work hours, and compressed work weeks.

We strive to increase equity and justice in all elements of our work and with our partners. We recruit, employ, train, compensate, and promote regardless of race, religion, creed, national origin, ancestry, sex (including pregnancy), sexual orientation, gender identity (including gender nonconformity and status as a transgender individual), age, physical or mental disability, citizenship, genetic information, past, current, or prospective service in the uniformed services, or any other characteristic protected under applicable federal, state, or local law. We are proud to be an equal opportunity employer.

Invitation to Apply:

The requirements listed in our job descriptions are guidelines, not hard and fast rules, and if you have 75% of the qualifications listed we encourage you to apply. Your experience refers to paid and unpaid experience, including volunteer work, which helps build the competencies, knowledge, and skills that translates directly to our openings. Applying gives you the opportunity to be considered.

Candidates are invited to submit a cover letter and resume to BrayS@CCGConsultantsInc.com with the following in the memo line:

“BEL AF Outreach Coordinator Application_[INSERT FULL NAME]”

For questions, please send an email to the application address or call 440-586-8577.