

Job Announcement

Students Deserve: School and Community Organizer

About Our Organization

Students Deserve is a volunteer-run, member-led, grassroots organization made up of students, parents and teachers in Los Angeles. We are dedicated to building a movement to struggle against institutional oppressions such as classism and racism that exist in the school system as a way of also shifting those dynamics in our broader society.

Students Deserve launched a major campaign in 2016 called Making Black Lives Matter in Schools; this was in direct collaboration with Black Lives Matter-LA. Inspired by the Movement for Black Lives platform, we are waging an invest/divest campaign focused on divesting from policies contributing to the school-to-prison/deportation pipeline, while building pressure to invest in what students actually need and deserve. With a coalition of local organizations and the local and national progressive teachers' union movement, we have built campaigns to push this agenda. We saw the fruits of this collaborative movement last year in a teacher/student/parent strike that secured victories around school-to-prison pipeline policies that most deeply impact Black, Brown and Muslim youth, weakening privatization efforts in LA, and also secured investments in our schools at a time when the district was propping further cuts.

For our campaign to *End Random Searches*, we worked with community partners for over 3 years, centering student voices to push LAUSD to finally end a nearly 30-year-old policy that daily targeted and criminalized Black, Brown, Muslim and other students.

We are constantly working to build shared power and deep leadership among our three constituencies: students, parents, and teachers. We organize in over 15 schools, intentionally focusing energy on schools that have high student populations of Black, immigrant, Muslim, low-income and other communities disproportionately affected by institutional oppressions and inequalities in education. We are trying to make contributions to the student movement, the movement for Black lives, and the movement for public education.

Currently, we are looking to hire a second full-time staff member for the first time ever. We are looking for a new team member who is committed to building the Movement for Black Lives through the student movement that we are building here in Los Angeles.

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About the Position

We seek an individual with a passion for organizing to build a movement, not just an organization or campaign. We believe in the capacity of all people to take leadership and grow; we are looking for someone who is eager to build the capacity and leadership of our members. We want this person to help strengthen and develop structures and a culture that are horizontal and non-hierarchical. The ideal candidate will enjoy working with both new and experienced grassroots leaders. The position will help support members' leadership and ability to organize and bring about policy changes, cultural shifts, and investment that improve the quality of life for predominantly poor and working class Black/indigenous/Latina/Muslim communities.

We are not looking for someone to be a spokesperson or the sole leader; instead, we are looking for someone who is eager to work collaboratively with the people who have been doing unfunded on-the-ground organizing for years. We need someone who can help build our capacity and leadership by supporting us to grow our structures in sustainable ways. Since our members are parents, students, and/or teachers, we need someone who can meet during some daytimes, weekends and evenings.

This position also requires building or maintaining alliances and working relationships with other organizations and unions. The ideal candidate will balance the need to work with these organizations and unions as well as maintain independence from them as needed.

Our organization does not have its own office. We currently have one full-time employee, our Director of Operations and Campaigns. Much of this work will be in collaboration with this Director, but this position will also require significant independent work, as well as the ability to work daily with a support team of student, parent, and teacher members. This position requires regular travel to meet with people in person. Working from home would be an option on some days if desired.

This is a full-time position with health benefits. Salary is dependent upon experience and qualifications.

Students Deserve is a project of Coalition for Educational Justice (CEJ). CEJ is funded through the non-profit status of Social and Environment Entrepreneurs (SEE). SEE is an Equal Employment Opportunity employer that actively recruits people of color, women, people with disabilities, and LGBTQ folks.

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EXPAND AND SUPPORT ORGANIZATIONAL STRUCTURE

- Help develop and implement structures for effective committees, communication, and accountability.
- Facilitate and execute an internet presence/social media/communications plan
- Support student organizing at school sites that have active members
- Support the development of new student chapters at schools

DEEPEN YOUTH LEADERSHIP DEVELOPMENT

- Foster genuine long-lasting relationships with and among students and teachers
- Build a deep base of students in low-income/no-income communities of color who want to organize for educational, economic, and racial justice in *and beyond* public education
- Work with member-leaders to implement vision and campaign
- Collaborate with a core of member-leaders on agendas and facilitation

SUPPORT PARENT MEMBERS

- Cultivate effective ways to grow our parent organizing work by both doing parent organizing and supporting other members to deepen or begin parent organizing
- Build relationships with parents of current student members, connect with teachers about parent leaders at their schools, conduct parent leadership meetings to support parents

FUNDRAISE

- Support the current work of researching funders, writing grants, and monitoring and meeting deadlines for grant reporting.
- Work collaboratively with Director of Operations and Campaigns (current staff) to develop and maintain relationships with new funders, eventually establishing distinct roles in diversified fundraising efforts

ENGAGE RELATIONSHIPS WITH COALITIONS AND ALLIANCES

- Maintain our relationships with other organizations and participate in coalition-building
- Support the development of new and emerging relationships with other groups that are working to end the targeting of Black youth, the criminalization of students of color in schools, and the establishment of meaningful support services and alternatives.

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Job Requirements

- Dedication to building racial and economic justice; Strong commitment to Black liberation and ending anti-Blackness, Deep understanding of issues facing Black, indigenous, Latinx, and undocumented communities, and low-income and poor families
- Minimum 3 years of experience in organizing a base of youth, families, community residents, or workers
- Some experience in co-developing and carrying-out multi-issue campaigns
- Excellent organizational skills – attention to detail and strong systems of organization
- Ability to work well with diverse groups and constituencies
- Ability to communicate in-depth via phone, email, text, & social media
- Ability to take initiative, ask for help, and maintain boundaries
- Ability to work flexible hours within reason and on an advance notice schedule – an average of 3 evenings each week and some weekends
- Willingness to travel out-of town for about 3 conferences a year.
- Access to a reliable and insured car required.
- Experience developing or implementing organizational structures.
- Experience working within coalitions preferred but not required.
- Spanish/English bilingual and bicultural a plus but not required.

How to apply

Inquiries welcome before March 6. Applications due March 10, 2020. Send a cover letter, resume, and two letters of recommendation to write.dipti@gmail.com with the subject line “APPLICATION: Students Deserve Organizer Position.” Please do not send partial applications.