



**BUILDING HEALTHY COMMUNITIES MONTEREY COUNTY**  
*ACTION COUNCIL OF MONTEREY COUNTY, INC.*

Job Title: <b>Black Power Building Economic Justice Organizer</b>	Commitment: <b>Full-time</b>
Revision date: <b>December 2023</b>	FLSA: <b>Hourly, Non-exempt</b> <b>\$26.50 - \$29.50</b>

**ORGANIZATION AND PROGRAM BACKGROUND**

The Action Council of Monterey County was created in 1994 to address unmet needs of low-income residents as a result of welfare reform. Since that time it has evolved into a hub for social innovation, incubation, and cross-sector collaboration in the region. Action's mission is to empower people to transform their communities and they do this by incubating leaders, innovative ideas, emerging organizations, and collaborative community action. This role presupposes a strong commitment to work with funders, policy makers and the community to facilitate change on critical issues. To this end it has incubated Building Healthy Communities, Mujeres en Accion and other grassroots organizations in the community.

This work started in 2010 in East Salinas as the Building Healthy Communities (BHC), a 10 – year initiative of The California Endowment that cultivates assets in communities to improve health status and equity for all residents. East Salinas is one of the fourteen place-based sites within BHC that is looking at values and practice changes across systems (schools, healthcare, land use, justice system) and supporting community leadership to redefine health and identify solutions that are relevant to East Salinas. BHC supports the design of communities that are safe, healthy, while promoting community wellness and healthy economic opportunities. The work is now expanding across Monterey County which has sparked the name change to Building Healthy Communities Monterey County (BHCMC).

BHCMC's vision is, as a community for racial justice, we find ways to ensure all youth have quality education, social-emotional and physical health, access to green space, healthy recreation and leadership pathways that dismantle and fully replace the school to prison pipeline. We engage in community-driven planning that spurs new economic opportunities for residents, working to ensure that Black, Brown, and Indigenous residents are not priced out of Monterey County, and instead have voice and leadership in shaping public priorities for generations to come.

BHC Monterey County is supporting local efforts to engage and develop the leadership capacity of community residents and systems to achieve equitable outcomes in health, education and economic opportunity for all people. The work is coordinated through Action Teams and the organizers lead issue-specific teams comprised of residents and collaborative partners working toward a policy and systems change goal grounded in a healing-informed racial justice framework.

BHCMC has a distinguished track record of facilitating community engagement opportunities and incorporating community voice into policies and decisions that impact their lives. The principal driver of



this work is centering residents as assets and key stakeholders not just as recipients of services. BHCMC partners are engaging in community-based organizing, supporting resident leadership and development, and developing effective community engagement and outreach strategies that are healing-informed and culturally rooted and through a health and racial equity framework. This work is guided by the BHCMC's mission, "*Activating youth and resident leadership to build an inclusive, anti-racist democracy, and safe thriving communities,*" and system change goals: 1) Thriving leadership pathways for youth – dismantle the school to prison pipeline, and 2) A safe and thriving community for residents. BHCMC supports a broader regional initiative - Toward a Racially Equitable Monterey County (TREMC), an ecosystem of institutions including community-based organizations, government, and philanthropy. The goal of this ecosystem is to build capacity across the institutions to collectively examine systemic root causes of inequities to craft solutions to achieving healing-informed racial equity. Action and BHCMC are working to become one organization moving forward.

## **PROJECT DESCRIPTION**

BHCMC is accountable to Black, Brown, and Indigenous residents in Monterey County. In 2020, there was a collective recognition of the gap of investment in Black Community to advance racial equity. Through successful advocacy, funding was secured to support the growth and leadership of Black leaders in Monterey County via the Monterey County Black Caucus (MCBC). MCBC was formed with a focus to heal and empower the Black Community by cultivating leadership and providing a safe space for Black residents to unpack and reflect. MCBC aims to advocate for equity and to inspire Black culture through arts and community development.

## **POSITION OVERVIEW**

The Black Power Building Economic Justice Organizer is dedicated to ensuring that Black residents have a voice and leadership in setting local priorities and addressing race & health equity issues related to economic development, economic prosperity (having the money necessary to fill your needs), and neighborhood planning in Monterey County. Candidates will be committed to developing a working knowledge of land use and economic related issues including but not limited to: economic development, housing, transportation, parks and open space, and local politics, as needed to effectively engage multiple partners to advance a healing-informed racial & health equity agenda with a policy or systems change outcome.

The Black Power Building Economic Justice Organizer will work under the general supervision of the Black Power Building and Justice Reinvestment Director. The Black Power Building Economic Justice Organizer will support the work of the Black Power Building Team and the Monterey County Black Caucus, made up of multiple leaders dedicated to race and health equity within land use planning, economic development and solutions. BHCMC has an extensive amount of work, given this the role will also provide support to other ongoing projects as needed to center the voice and power of Black residents. This role will be critical in developing relationships with other Black-led and Black-serving organizations/groups in Monterey County to advance community priorities. This position reports directly to the Black Power Building and Justice Reinvestment Director.

## **PRIMARY JOB FUNCTIONS**

1. Recruit, sustain and organize a resident base to lead the work



2. Build capacity and leadership of resident leaders in economic justice, land use planning and racial equity
3. Cultivate working relationships among city staff and any other relevant stakeholders in the community
4. Coordinate work within the organization related to economic justice
5. Serve as a local leader for race and health equity as a member of Building Healthy Communities Monterey County.

## SPECIFIC RESPONSIBILITIES OF THE JOB

<b>1. Community Organizing for Resident Leadership</b>
<ul style="list-style-type: none"> <li>• Utilize an organizing lens to approach the work; build own capacity around organizing</li> <li>• Recruit and build a base of Black residents to engage in issues around economic justice and land use</li> <li>• Sustain a base of residents to advance along a resident leadership ladder using the NationBuilder platform</li> <li>• Facilitate and sustain a core team of leaders to lead the overall organizing strategy and to engage in the Black Power Building Team and Monterey County Black Caucus</li> <li>• Communicate progress of leaders to the Action Team</li> <li>• Facilitate the leadership of the committee of parent leaders; commitment to developing organizing skills among residents</li> <li>• Facilitate meetings and provide follow-up communication on decisions, next steps, and tasks</li> <li>• Implement healing-informed practices as a tactic to support resident leadership and sustain the comité</li> <li>• Work with BHCMC staff to coordinate healing-informed practices workshops and trainings for resident leaders</li> <li>• Uphold the values, vision, and goals of the committee</li> <li>• Lead coordination and logistical functions of the committee</li> <li>• Maintain active communication between members of the comité and collaborators</li> <li>• Work with the Black Power Building and Justice Reinvestment Director to implement organizing strategy</li> <li>• Help to develop strategy and tactics to advance the goals and vision of the team</li> <li>• Work collaboratively with the Communications Coordinator to share progress of the work</li> </ul>
<b>2. Capacity Building</b>
<ul style="list-style-type: none"> <li>• Work with the Black Power Building Team, Monterey County Black Caucus and the Thriving Neighborhoods Team to develop the leadership of residents around economic justice and land use issues</li> <li>• Work in close coordination with the Thriving Neighborhoods Team and Directors to identify opportunities for systems change</li> <li>• Build capacity of Black leaders to participate in economic issues</li> <li>• Support the leadership of residents to lead their own meetings</li> </ul>



<ul style="list-style-type: none"> <li>• Support the regranting process to Black-led and Black-serving organizations</li> </ul>
<b>3. Strategic Relationships towards system change</b>
<ul style="list-style-type: none"> <li>• Work with the Black Power Building Team &amp; Monterey County Black Caucus to expand resident engagement opportunities within land use and economic justice related issues</li> <li>• With support from the team, work to build pathways between system leaders, collaborative partners and residents</li> <li>• Play a leadership role in cultivating relationships across organizations and groups that center Black Community priorities</li> <li>• Conduct external communications regarding BHCMC events and initiatives as needed</li> <li>• Cultivate working relationships among government staff with the goal of shifting systems internally</li> </ul>
<b>4. Connecting Economic Justice Work</b>
<ul style="list-style-type: none"> <li>• Play a leadership role within the Salinas Inclusive Economic Development Initiative to align economic justice efforts across communities</li> <li>• Play a leadership role in tracking opportunities to leverage and intersect the work of education and neighborhoods via economic development work</li> </ul>
<b>5. Racial Equity &amp; Systems Change</b>
<ul style="list-style-type: none"> <li>• Engage and play a leadership role in upholding and implementing the overall mission and vision of BHCMC</li> <li>• Represent the community, MCBC and BHCMC at events</li> <li>• Engage a framework for understanding and disrupting structural bias and inequities and actively apply it to your work in the community and within the field of land use and economic justice</li> <li>• Serve as leader to advance the Black Power Building and Monterey County Black Caucus vision and goals</li> <li>• Serve as a local leader to share the broader narrative of inequities in our community and the importance of centering healing-informed racial equity toward systemic change</li> <li>• Attend BHCMC staff meetings and professional development trainings</li> <li>• Participate in related trainings, events, and conferences as needed, and represent BHCMC</li> </ul>

## REQUIREMENTS

- 1+ years of experience facilitating meetings and/or workshops
- 1+ years of experience in coordination of projects
- 1+ years working with community members
- Active knowledge and interest in organizing
- Active knowledge and interest in racial equity
- Active knowledge and connection to the Black Community

**SKILLS/ABILITIES**

- Computer skills (Microsoft Word, Google Suite, social media platforms for X [formerly Twitter], Facebook, Instagram, Snapchat, and emails)
- Ability to manage multiple tasks and projects
- Flexibility of schedule, ability to work some nights and weekends
- Friendly communications skills in person and over phone
- Active listening skills, including the ability to summarize or articulate key points
- Ability to give, receive and incorporate constructive feedback
- Ability to translate complex information to diverse audiences
- Ability to use healing-informed practices throughout the work

**PHYSICAL DEMANDS**

- The employee should be able to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- While performing the duties of this job, the employee is frequently required to sit, talk and hear, use hands, handle, feel or operate objects, tools, or controls; and reach with hands and arms. The employee is occasionally required to walk.
- Able to lift a 30 pound box and carry it 100 feet; push a hand truck/ dolly with a load of 150 pounds a distance of 100 yards; and access items on shelves in files located 0 to 60 inches above the floor.
- Specific vision abilities required by this job include close vision and the ability to adjust focus.

**BENEFITS**

- Benefits include Medical, Dental, and Vision. We also provide competitive vacation, sick leave, and paid holidays. Benefits are available when the employee completes the introductory period and meets eligibility.

**CLASSIFICATION:** Organizer I