



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

Job Title: <b>Black Power Building Youth Organizer</b>	Commitment: <b>part-time</b> <b>20 hours a week</b>
Revision date: <b>January 2024</b>	FLSA: <b>Hourly, Non-exempt</b> <b>\$20.50 - \$24.50</b> <b>(based on experience)</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. BHMC supports a broader regional initiative - Toward a Racially Equitable Monterey County (TREM), 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 Youth Organizer will facilitate youth groups focused on education issues using a healing-informed organizing lens. The BPB Youth Organizer is committed to developing a working knowledge of youth leadership development and engagement strategies to lift up their voice in decision-making spaces. This position will be working closely with youth and will be responsible for engaging them in various projects connected to education issues. This position reports directly to the Black Power Building and Justice Reinvestment Director.

**PRIMARY JOB FUNCTIONS**

1. Play a leadership role in conducting outreach and logistical support to youth meetings.
2. Play a leadership role in building youth leadership and healing-informed organizing capacity.
3. Play a leadership role in connecting youth leaders to the broader work of Black Power Building.
4. Serve as a local leader for race and health equity as a member of Building Healthy Communities Monterey County.

**SPECIFIC RESPONSIBILITIES OF THE JOB**

## **1. Outreach and logistical support**

- Support youth groups and programming (Seaside Rising, Wellness Wednesdays, etc.)
- Attend meetings as needed to set-up, assist with activities, and help clean-up
- Support with outreach events and tabling as needed to promote Black Power Building work and Stop the Hate activities
- Support with Black Power Building Team events, and overall BHCMC events as needed
- Track and monitor youth attendance
- Send reminder emails, calls, and texts to youth
- Maintain regular communication with youth via GroupMe (or other virtual platform), texts, emails, etc.
- Support in tracking and monitoring progress of youth leaders along the leadership ladder
- Facilitate youth meetings and other meetings as needed
- Support in preparing agendas, strategy process development and tool dissemination for youth to actively participate in meetings
- Support youth in maintaining social media platforms for X (formerly Twitter), Facebook, Instagram, Snapchat, and emails
- Work closely with Communications Coordinator to capture opportunities to tell the story of the youth work (i.e. taking pictures, capturing testimonials, setting up interviews, etc.)

## **2. Youth Leadership and Healing-informed Organizing Capacity**

- Support in recruiting and maintaining a base of youth leaders
- Building meaningful relationships with youth; play a mentorship role with youth and support in coordinating mentorship opportunities
- Use an organizer lens in building leadership capacity of youth
- Provide a healing spaces for youth to do internal work and support mental/emotional health (i.e. Joven Noble, circles)
- Help to uphold the goals and vision of the work
- Maintain relevant healing-informed organizing knowledge to support youth
- Play a leadership in Stop the Hate grant by weaving in culture and arts into youth leadership development
- Support in identifying/developing and implementing political education workshops to prepare youth to engage in decision-making space/processes
- Support youth in developing healing-informed organizing strategy via a strategy chart
- Support youth to develop and implement campaigns
- Support in coordinating trainings and workshops for youth with TA providers
- Prepare youth leaders to meet with elected officials and decision makers
- Prepare youth to share their work with funders and other relevant stakeholders

- Attend BHC MC staff meetings, Black Power Building Meetings (MCBC), racial equity cohort meetings and professional development trainings
- Maintain active communication between members of the BPB team
- Identify opportunities for collaboration within BPB team

### **3. Leadership role in growing youth leadership capacity**

- Identify and support the development of leadership pathways for youth
- Supporting the growth and capacity building of youth interns (leaders moving up the resident leadership ladder)
- Identify opportunities for youth to grow healing informed practices capacity (i.e. trainings, workshops, retreats, etc.)
- Engage youth leaders in broader BPB work

### **4. Racial Equity & Systems Change**

- Engage and play a leadership role in upholding and implementing the overall mission and vision of BHCMC
- Represent the community, MCBC and BHCMC at events
- 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
- Serve as leader to advance the Black Power Building and Monterey County Black Caucus vision and goals
- 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
- Attend BHCMC staff meetings and professional development trainings
- Participate in related trainings, events, and conferences as needed, and represent BHCMC

#### **REQUIREMENTS**

- 1+ years of experience facilitating meetings and/or workshops
- 1+ years of experience coordination of projects
- 1+ years working with youth leaders
- 1+ years of experience in community organizing
- Experience in incorporating healing-informed practices into organizing
- Active knowledge and interest in youth leadership development and 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 (FB, X [formerly Twitter], Instagram)
- 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

**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:** Program Assistant I or Program Assistant II (depending on experience)