



## **Climate Justice Organizer for Beyond Toxics and the NAACP**

*Accepting applications 9/28/2021 - 10/20/2021*

**Position Title:** Climate Justice Grassroots Organizer for Beyond Toxics and the NAACP Eugene-Springfield

**Contract Status and Hours Distribution:** Full-time as a shared position:

Beyond Toxics - 28 hours/week

NAACP - 12 hours/week

Exempt, salaried

Workstation at the Beyond Toxics Office, Eugene

**Reports to:** Executive Directors at Beyond Toxics and NAACP Eugene-Springfield

**Annual Salary:** Starting salary is \$36,000.

**Benefits:** Health Care, 2-weeks paid vacation, Technology Stipend and Retirement Plan following 3 months of employment

**Location:** The position is based at the Eugene offices of Beyond Toxics and NAACP, and this staff person must reside in greater Eugene-Springfield area. Work will be partially in office and partially remote for the foreseeable future due to the COVID-19 pandemic.

### **POSITION OVERVIEW:**

The Climate Justice Grassroots Organizer works as staff for both Beyond Toxics and the Eugene-Springfield NAACP to serve as the policy and political voice of community members in Lane County and Oregon concerned with climate change, social and economic justice.

The position's primary focus is advocating for climate justice and resiliency, decarbonization and green energy, and environmental protections. Importantly, the staff member will identify ways to apply

traditional ecological knowledge, just transition practices and frameworks and values to their organizing and advocacy efforts.

This person will join other staff members and volunteers to contribute meaningful to our work for environmental and climate justice through research, advocacy, leadership development, advancing policy and coalition-building.

**QUALIFICATIONS:**

**VISION:** Our team recognizes that working with a strong commitment to environmental justice and climate justice requires vision and the ability to recognize and act upon the intersectionality of all our projects and campaigns.

**TEAM WORK:** Grassroots advocacy also requires supporting the inner framework of nonprofit work -- from communications to public education to internship supervision. You will work as a team in a fast-paced, dynamic, collaborative, and inclusive environment. Emphasis is placed on self-driven and self-reliant while working with respect for the entire team and the mission of Beyond Toxics and the NAACP.

**SERVICE:** Having a commitment to environmental and climate justice requires understanding how to support communities while offering leadership in development of environmental, climate and energy policies that meet the diverse needs of Black, Indigenous, and people of color communities in Oregon.

**REQUIRED QUALIFICATIONS**

- Bachelor’s degree in political science, environmental policy, energy policy management or other relevant field and 1- 3 years related experience or equivalent combination.
- Familiarity with climate and energy issues or commitment to developing this expertise in a self-directed manner in collaboration with other staff.
- Understanding of, and experience working with diverse populations, specifically communities of color, and a commitment to racial justice.
- Strong writing and public speaking skills, including presentations to a range of audiences.
- Self-motivated, particularly around research, strategy, partnership-building and outreach, and project management
- Experience working with coalitions and partnering with nonprofit allies

**Main Assignments and Projects:**

- Invest time in community outreach and develop meaningful connections with BIPOC and Native American tribes throughout Lane County;
- Lead the Lane County Climate Equity & Resilience Task Force in identifying equitable climate solutions;
- Build partnerships with local government staff working on climate planning;
- Represent Beyond Toxics and NAACP on the Fossil Free Eugene & Lane County campaigns;
- Design and lead Environmental and Climate Justice Education and Trainings;
- Participate in and support the NAACP Environmental & Climate Justice Committee and other committees as needed;

- Assist the statewide environmental justice manager and climate policy manager in statewide legislative such as Oregon Just Transition Alliance; Energy Democracy Campaign; Oregon Climate Action Plan Coalition;
- Assist both organizations with state agency rulemaking for environmental justice and climate as directed

**Additional Duties:**

- Conduct literature searches and reviews of climate research and apply the best models to our work;
- Write blogs, reports and articles as needed on climate justice and related topics;
- Oversee the inclusion environmental justice principles in local and statewide climate action plans;
- Maintain our partnerships with other coalitions and organizations; Participate as requested in the Liberation of Communities and Land (LOCAL) cohort, our Environmental and Climate Justice Coalition and other Beyond Toxics & NAACP projects;
- Assist with general fundraising events, as requested;
- Develop educational material for presentations to students, workers, allies and the public.

This position works closely with all other staff members to develop a comprehensive strategy for educating and motivating the public to take action for environmental protections, environmental justice, climate justice and community health for Oregon’s most vulnerable populations. Our workplace values require that all staff members maintain a productive, kind and collaborative workplace, exemplifying respectfulness in our office, continue to model a work style that diligent and focused.

**ORGANIZATIONAL INFORMATION**

Beyond Toxics is a statewide environmental justice organization advancing policies that ensure meaningful participation and cultivating grassroots leadership from Oregon’s frontline and impacted communities. Established in 2001, we are a multicultural, inter-generational team dedicated to centering community leaders and building out the true diversity of our state’s vibrant Environmental Justice movement.

The NAACP Eugene-Springfield has been an active community partner in Lane County since 1978 organizing and representing the interests and well-being of African Americans. The NAACP’s 109-year history has been testimony to its instrumentality in moving race relations forward. To enact lasting environmental and climate justice, Beyond Toxics and the NAACP Eugene-Springfield along with our many members statewide, believes that communities who live and work on the margins possess critical viewpoints from their lived experience and should be informed and empowered in decision-making processes. Our team honors native heritages and tribal autonomy while guiding Oregonians to embrace ethical land stewardship for future generations.

For information see <https://www.beyondtoxics.org/about/> and <https://naacplanecounty.org/>

**TO APPLY**

Please send a cover letter and resume via email to [larkin@beyondtoxics.org](mailto:larkin@beyondtoxics.org) with the header "Climate Justice Organizer — [your name]." Applications will be accepted on a rolling basis until the position is filled, but applications received before Wednesday, October 11 will receive highest priority and preference. Interviews will be scheduled for October 7-November 1, 2021, or until filled. You will only be contacted if you are to be interviewed for this position. No phone calls, please.