



Title: Environmental Justice Grassroots Organizer for Southern Oregon

Status: 25-30 hrs/week

Reports to: Environmental Justice Statewide Manager and Executive Director

Location: Ashland-Phoenix-Medford, Oregon (Office in Phoenix)

Date posted: September 25, 2020

POSITION OVERVIEW

Beyond Toxics seeks an Environmental Justice Grassroots Organizer for Southern Oregon to support our environmental justice program. The ideal candidate is a dedicated, energized, self-starter and committed person ready to engage and support frontline Southern Oregon communities. A successful candidate is one who can form trusting relationships with allies and partners to serve communities who face threats from racism, ecosystem and climate disruption, pollution and other forms of disparities to their health and the safety. The person chosen for this position will work with Beyond Toxics Executive Director, Board of Directors and our partner organizations to develop a comprehensive strategy that builds a movement for environmental and climate justice. This strategy requires working directly with communities to create opportunities for a Just Transition and for meaningful and lasting inclusion in decisions that affect their surrounding environment (air, water, soils, climate and ecosystems). Our new staff member must understand how to be collaborative, inclusive, and accessible while leading in environmental justice policies that meet the diverse needs of Black, Indigenous, Latino/a/x and people of color communities in Southern Oregon.

ORGANIZATIONAL OVERVIEW

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 values that drive our work are based on our belief that everyone regardless of race, income, class, gender, and citizenship-status deserves access to resources free of exposure to harmful pollution. To enact lasting environmental justice, Beyond Toxics, along with our many members statewide, believes that communities who live and work on the margins are experts 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/>.

See our staff: <https://www.beyondtoxics.org/about/staff/>

DESCRIPTION OF DUTIES

The Environmental Justice Grassroots Organizer for Southern Oregon will work with the staff in our Eugene office to develop, and advance environmental justice, racial justice a Just Transition and climate justice priorities. They will help lead projects on climate resiliency, environmental health, youth outreach, pesticide reduction and more. They will build support for grassroots action through education and partner outreach, convening and facilitating meetings, doing media outreach and building strategic partnerships with state and local agencies, environmental organizations, families and workers.

RESPONSIBILITIES

Working with staff and our partners, develop a vision and plan for a statewide environmental and climate justice movement by:

- Provide staffing in the Beyond Toxics Southern Oregon office 3 days/week (office hours Tues-Wed-Thurs 12:00AM-5:00PM) plus 15 hrs. in the field.
- Develop and maintain work plans and project tracking systems.
- Develop strategic partnerships, networks and coalitions through relationship building with communities and organizations.
- Lead grassroots organizing projects.
- Join with other Beyond Toxics staff members and Southern Oregon Board Members to develop legislative strategies and other advocacy work.
- Attend staff meetings, carry out committee assignments, and participate in organizational meetings and events as necessary.
- Speak in public and educational settings, representing and advocating for Beyond Toxics on air, water, land, climate and racial justice policies and issues.
- Train others to be effective grassroots organizers.
- Develop youth leadership through our programs: Rising Leaders & Liberation of Communities and Land (LOCAL)
- Supervise volunteers and interns.
- Contribute content for reports, newsletters, social media, etc.
- Work as a respectful and engaged team member with Beyond Toxics staff, board and advisors.

REQUIRED QUALIFICATIONS: All candidates should demonstrate general knowledge of the principles and practices of racial and environmental justice and have:

- No less than 1 year of previous field organizing or non-profit experience
- Understanding of, and experience working with diverse populations combined with the ability to demonstrate knowledge and application of social, racial and environmental justice principles.

- Ability to bring partners and allies together around a shared vision.
- Ability to work independently, meet deadlines, be accountable, be organized, conduct research and track results
- Strong writing and speaking skills, including abilities to speak clearly and confidently in front of large groups and in new settings
- Oral and written fluency in a second language (preference Spanish)
- Competency with Google Suite, Zoom Video Conferencing, Word, Excel, Photoshop, Prezi/PowerPoint
- Ability to represent Beyond Toxics with professionalism and reliability.
- Ability to accommodate a flexible schedule that may involve travel, weekend and after hours commitments.

DESIRED QUALIFICATIONS

- Bachelor's degree in environmental science, environmental policy, or other relevant field and/or equivalent combination.
- Related experience and training (i.e., environmental studies, traditional ecological knowledge, Tribal studies, ethnic studies, sociology, communications, natural resource and public policy, planning, political science, environmental law).
- Experience working with coalitions, elected officials, and nonprofit partners.
- Familiarity with environment and climate issues in the Rogue Valley.

COMPENSATION

Starting salary is ~\$25,000 for .75 FTE (30 hrs/week), plus a bonus for diverse language or cultural fluency. We also provide medical insurance and a retirement contributions after 3 months of employment and a positive performance review. We provide a \$15/month technology stipend (\$30/ month while working remotely). Transportation stipend potential. Work will be partially remote and partially in-office with distancing protocols for the foreseeable future due to the COVID-19 pandemic. When safe to do so, the position will be based on-site at the Beyond Toxics office in Phoenix, Oregon.

TO APPLY

Please send a cover letter specifically stating how your knowledge, skills, and abilities relate to this position, and resume via email to info@beyondtoxics.org, with the header "Environmental Justice Organizer" and your name." Do not send letters of recommendation until requested. Applications will be accepted on a rolling basis starting **Tuesday, September 2**. No phone calls, please. You will be contacted if you are to be interviewed for this position. Projected hire date is September 28, 2020.

Beyond Toxics is an Equal Employment Opportunity employer. Persons from Tribal, Latinx, African-American and other diverse backgrounds are encouraged to apply.