



Title: Racial Justice Strategist/ Trainer and Organizer (DOE)

Location: Bay Area (Remote), California

Last updated: July 2020

Organization Summary:

The California Reinvestment Coalition (CRC) is the largest reinvestment coalition in the nation with three hundred member organizations. Since our inception, CRC has worked with our members and allies to provide greater economic equity and access to financial resources for Black, Indigenous, People of Color (BIPOC) communities throughout California. CRC envisions a future where we reimagine systems of capital built around anti-racist economic justice systems; where capital centers the needs of BIPOC first and foremost, and where we move from an economy based on extractive profit-taking to an economy centered on people-driven investment, where Black and Brown communities are not only at the center of that investment but are the drivers and decision makers of that investment.

CRC's 300 members include CFDI's, housing counselors, affordable housing providers, tenants' rights organizations, small business technical assistance providers, multi-service agencies, and other community-serving organizations. This network of "financial first responders" work directly with impacted communities in hard-to-reach urban and rural communities.

In the past five years, CRC campaigns have resulted in more than \$50 billion invested in California BIPOC communities. As a core pillar of our work to close the racial wealth gap, these campaigns have resulted in investments that promote affordable housing, home ownership, and small business ownership and other investments that benefit BIPOC communities. These agreements with banks were negotiated with communities and community members at the table and resulted in commitments of between 10-20% of California deposits to be reinvested back into local communities.

Position Summary:

CRC reimagines systems of capital that reverse the legacy of redlining and ongoing structural racism through building an alternative to the extraction economy where capital is redistributed and BIPOC communities hold power not Wall Street. To this end we will begin to offer training support to our member organizations in understanding the history and legacy of structural racism and the decades of advocacy to rectify the exclusion of Black people from financial systems of building wealth and how today this embedded racism also impacts other people of color communities.



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The trainer will be well-versed in how racial and economic justice issues are related. She/he/they have a deep and well-formed understanding of political, institutional, and structural barriers that BIPOC communities face in building economic power and wealth.

Ideal candidate for the position also has some experience teaching/ training and developing pedagogy for adult learners including those with little experience in formal learning settings and/ or are limited English speakers.

This position is part of the Organizing team and as such is supported by the Organizing and Campaigns Director. Post COVID some travel to Sacramento, Bay Area and other regions in CA is required. Adequate notice will be provided prior to any travel.

Key Responsibilities:

Racial Justice Training and Leadership Development:

- Lead curriculum development for training of CRC members: staff of organizations and clients of organizations. Specific modules for housing, capital for small businesses and banking generally will need to be developed.
- Lead trainings/ workshops and convene member organizations across communities (initially this will be done remotely during COVID).
- Develop materials and collateral needed for trainings
- Collaborate with content experts to shape, update, and communicate CRC's positions on public policy and racial equity issues

Policy Campaigning:

- Perform research and draft analysis to explicitly and effectively anchor CRC campaigns in racial justice movements with intention
- Works closely with community partners to design and implement objectives and strategies that accomplish CRC's racial equity focused campaign goals
- Contribute meaningfully to coalition building such that CRC's members and the BIPOC communities they work with are represented in each policy campaign
- Lead preparation and coordinate regular visits of CRC member orgs with policy makers and, as needed, with Federal, State and local elected officials
- Participate in stakeholder coalitions and workgroups on behalf of CRC in order to influence policy development and maintain a consistent presence in community, government, and political circles



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Overall responsibilities:

- Work collaboratively and positively with Organizing and Campaigns team and other programmatic staff to achieve overall program goals and advance the mission of CRC
- Contribute to long term strategic planning

Qualifications:

- 2-3 years of teaching/training or organizing/community engagement experience and/or program and corporate or public policy advocacy experience
- Experience in Adult Popular Education methods a plus
- Experience in policy development and advocacy preferred
- Experience working with a diverse group of community-based organizations, coalition building, and relationship building preferred
- Ability to prioritize, multi-task, and work independently required
- Regional and Statewide travel required once the pandemic is over

Compensation:

- Salary Range: \$60,000- \$70,000
- Remote work stipend
- Benefits package includes medical, dental and vision plans at no cost to the employee. A 5% employer contribution in a 401k retirement savings plan. Generous PTO.

CRC staff currently and for the foreseeable future works remotely.

To Apply:

Please submit a cover letter and resume detailing your interest and qualifications for the job, to jobs@calreinvest.org. Include Racial Justice Strategist or Racial Justice Trainer and Organizer in the subject line. The job is open until filled. Priority will be given to applications submitted before July 20.

We strongly encourage people of color, people of diverse gender identities, women, people with disabilities, LGBT individuals, and foreign-born individuals to apply. CRC provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, religion, color, national origin, gender (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics. In addition to federal law requirements, CRC complies with applicable state and local laws governing nondiscrimination in employment.