



California
Reinvestment
Coalition

Job Announcement:

Title: Senior Organizer

Location: Oakland (Remote during Covid), California

Last updated: August 2021

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 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 six years, CRC bank accountability campaigns have resulted in more than \$60 billion investment 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.

CRCs also successfully advocates for equitable investment and consumer protections at the federal and state level regulators and legislators. We have secured CFPB action in defense of low income communities and our statewide wins include the nation's most comprehensive HomeOwner Bill of Rights, the first in the country right of first offer for tenants in foreclosure sales and EBT for Free. We are currently advocating for corporate landlord accountability and designing the CA State CRA.

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.

Ideal candidate 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 candidates for the position also have experience building common cause among broad array of stakeholders. Some experience training and developing pedagogy for adult learners including those with little experience in formal learning settings and/ or are limited English speakers, will be helpful.

This position is part of the Organizing team and as such is responsible for building and maintaining relationships with Bay Area organizational members and partners and individual leaders we train. The position is supported by the Organizing and Campaigns Director.

The candidate must be based in one of the five Bay Area counties, or you must be willing to relocate. Post COVID co-working in our Oakland office a few times a week is required. Some travel to Sacramento, Los Angeles 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 training/ workshops and convene member organizations across communities (initially this will be done remotely during COVID).
- Further develop materials and collateral needed for training
- Collaborate with content experts to shape, update, and communicate CRC's positions on public policy and racial equity issues

Campaigning:

- 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

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:



California Reinvestment Coalition

- 2-3 years of 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 strongly preferred
- Experience working with a diverse group of community-based organizations, coalition building, and relationship building, strongly preferred
- Ability to prioritize, multi-task, and work independently, required
- Regional and Statewide travel required once the pandemic is over
- Spanish language, preferred

Compensation:

- Salary Range: \$70,000- \$80,000
- 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 work remotely.

To Apply:

Please submit a resume and cover letter detailing your interest and qualifications for the job, to jobs@calreinvest.org. Include Senior Organizer in the subject line. The job is open until filled.

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.