



Employment Opportunity:

[Fairmount Indigo CDC Collaborative](#)

Climate Justice Community Organizer

Boston, MA

About the Organization & Program:

Funded by a grant from the Kresge Foundation under the [Climate Change, Health, & Equity program](#), the Fairmount Indigo CDC Collaborative (FICC), which is made up of [Dorchester Bay EDC](#), [Codman Square NDC](#), and [Southwest Boston CDC](#), has been working on a project to promote climate justice and health equity in the communities served by the three CDCs. The project began in 2019 and will conclude at the end of 2024. Through community organizing and policy advocacy, FICC supports community-led climate justice and health equity efforts to increase climate change resilience and improve health outcomes in FICC neighborhoods, where there is a high prevalence of chronic health conditions such as respiratory illnesses. The heat island effect, poor air quality, and endangered or lack of tree cover, shade, and green spaces also threaten the well-being of our neighborhoods and compound on the already disproportionate burden of climate change impacts they face.

FICC works closely with other community-based and nonprofit organizations, healthcare institutions, public agencies, elected officials, neighborhood associations, small businesses, environmental organizations, and higher education to achieve project goals that will directly benefit the 150,000 residents of our neighborhoods – primarily people of color, low-income households, immigrants, and those who are under-resourced and underserved.

The FICC team (currently made up of a Climate Justice Coordinator and one Community Organizer), along with key staff from FICC's member-CDCs, develops policy and action campaigns with residents to improve access to environmentally sustainable affordable housing, equitable mobility options, green jobs, and high environmental quality in order to protect our neighborhoods against negative climate impacts on their health and wellbeing.

About the Community Organizer Position:

FICC is hiring a second Climate Justice Community Organizer to join the team working to achieve the goals described above. Together, the two Organizers will engage grassroots constituents – both tenants of member-CDCs' properties and other community members in the service areas – concerned about climate and health issues in their communities. The position will require coordination with and across the three CDCs. Organizers are responsible for educating community members, as needed, on relevant issues and processes; mobilizing support for relevant local projects and city and state policies and initiatives; supporting resident-leaders when they propose local projects; and empowering residents to apply the knowledge and skills they build to other issues of interest in their own communities. The Organizers will work with residents to engage city and state officials and their staff, non-profit partners, and other key stakeholders to support resident-led efforts and FICC's policy priorities to build a strong



community voice and create opportunities to exercise that voice. This position is funded through the end of 2024 (with the potential for an extension). This is a full-time position with benefits.

Important Notes:

Candidates who do not have formal organizing experience but are willing to learn and have relevant lived experiences similar to the communities served by FICC are strongly encouraged to apply. Don't be discouraged from applying if you don't "check all the boxes." We appreciate the uniqueness of each candidate, and that there is no "perfect" resumé

Responsibilities:

- Coordinate regularly and work closely with FICC's other Climate Justice Community Organizer on shared goals, developing organizing strategies, and delegating tasks between each other (for example, via weekly meetings)
- Conduct outreach to residents using multiple methods, such as online/digital tools and platforms and in person methods including tabling at events, attending relevant meetings, and door-to-door outreach when appropriate
- Inform and educate people on issues related to climate change and health
- Attend resident meetings, neighborhood association meetings, and coalition convenings
- Using methods described above to recruit more local climate justice and health equity advocates from the neighborhoods
- Train residents to advocate for programmatic and policy change, among other goals, which can include advocacy around various local issues
- Help track potential and existing key legislation, and identify opportunities for resident engagement and advocacy
- Prepare residents to testify at local, city, and state meetings and legislative hearings
- Help develop strategies to advocate for the passage of priority legislation and equitable implementation of existing legislation

Required skills/experience:

- Commitment to the health and wellness of low-income communities of color and a strong desire to work with these communities to improve their conditions
- Passion for and knowledge of climate justice and relevant issues
- Ability to connect with, establish and maintain relationships with, and motivate people from a wide range of cultural and economic backgrounds
- Excellent listening and communication skills
- Ability to canvas neighborhoods and attend in-person meetings
- Willingness to work as a member of a team and to share successes
- Familiarity with geographies of Boston's Dorchester, Roxbury, Mattapan, and Hyde Park neighborhoods and their respective demographics

- Attention to detail and capability to manage multiple projects and relationships simultaneously
- Demonstrated experience building partnerships between organizations, residents, and/or coalitions
- Availability to work flexible hours, including evenings and occasional weekends
- Possess proficient verbal and written English language ability

Additional helpful skills:

- Have event organizing experience
- Are able to analyze complicated policies and concepts to then effectively communicate their impacts to a diverse audience
- Have the ability to conduct campaign research
- Are proficient in Google Suite
- Have experience in community organizing with low-income communities of color through a variety of methods
- Have organizing experience around climate/environmental/health and/or in related fields such as housing, economic justice, racial justice, and other relevant issues
- Have experience furthering legislative campaigns
- Have knowledge of relevant state and local policies and the policymaking process in Boston/MA
- Are able to speak Spanish, Haitian-Creole, and/or Cape Verdean Creole
- Have graphic design skills
- Have experience with social media and other digital communication tools (i.e. newsletters)

Compensation & Benefits:

Salary: \$48,000/yr

Benefits:

- (5) Generous cost-sharing medical insurance packages for selection and no eligible waiting period
- Employer paid Dental and Vision coverage
- Flexible Spending Account and Dependent Care Assistance program
- Short-Term Disability, Long-Term Disability, Life and Accident Death
- Commuter Benefits Program
- Employee Wellbeing On-Demand Services
- Perks at Work Program
- 3 personal days
- 3 weeks' vacation to start



- 15 sick days
- 17 paid holidays
- Birthday leave
- 5 volunteer days
- 403 (b) plan with generous employer contribution
- Flexible hybrid work environment

To Apply: Please send (1) a résumé, (2) a cover letter explaining: why the role interests you, your interest or connection to climate justice/health equity, and what you will bring to the role, and (3) a relevant writing sample (for example, an excerpt from website content, a digital appeal, a report, an essay, an organizing plan, etc. (2 pages maximum)) to: Kendra Beaver, Climate Justice Coordinator, at kbeaver@dbedc.org. We will accept applications on a rolling basis until the position is filled.

The Fairmount Indigo CDC Collaborative (FICC) provides equal employment opportunities to all employees and applicants for employment. FICC views diversity, inclusion, and cultural competence as vital guiding principles in all of our work. We welcome and encourage applications from underrepresented groups including women, racial and ethnic minorities, members of the LGBTQ+ community, persons with disabilities, persons from diverse educational and economic backgrounds, and all individuals who may contribute to the diversity of the organization and reflect the diversity of the communities we serve.