



**EAST BAY ALLIANCE FOR A SUSTAINABLE ECONOMY**  
Building Power With Community, Workers & People of Faith

## Policy and Research Director

Oakland, California

### EXECUTIVE SUMMARY

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For more than 20 years, [East Bay Alliance for a Sustainable Economy \(EBASE\)](#) has been advancing economic and racial justice by building an inclusive economy in the East Bay based on good jobs and healthy communities. EBASE addresses the root causes of injustice, including white supremacy and corporate control, by developing strategic alliances among residents, workers, and people of faith to build power and win systemic change. EBASE develops leadership and capacity of Black and Brown communities, low-wage workers, and tenants through our campaigns. EBASE comprises a team of committed and seasoned staff, and an engaged board committed to a bold vision of economic and racial justice and a transformational approach to organizing that creates strong solidarity among people of color, women, immigrants, and queer folks. EBASE is a founding member of the PowerSwitch Action national network.

In support of its mission, **EBASE seeks an experienced and strategically inclined Director of Policy and Research** to oversee research and policy analysis and development to support EBASE's local campaigns, coordinate EBASE's positions and advocacy on statewide policy, and supervise research staff and interns. EBASE conducts research that exposes patterns of injustice and promotes solutions; that develops policies as solutions to these problems and that supports the strategy and implementation of campaigns. The Director of Policy and Research will partner with Campaign Teams to identify policy and research priorities to advance local campaigns and coordinate EBASE's advocacy on statewide policy and connect EBASE's statewide advocacy to local campaigns and issues. The Director will be responsible for maintaining up-to-date analysis and knowledge on policy debates relevant to EBASE's work, including policies to improve job quality and access to good jobs, labor standards enforcement, tenant protections and housing justice, immigration protections, and local budget analysis to support defunding law enforcement and investing in community services. The Director of Policy and Research may lead policy and research staff and reports to the Executive Director.

### ORGANIZATIONAL OVERVIEW

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At the foundation of all EBASE's work is the belief that all people have dignity, and all EBASE programs, campaigns, and policies are driven by people who are Black, brown, immigrant, indigenous, LGBTQ+, and/or women. The fight for economic justice is also one for racial and gender justice. And vice versa. The pandemic has put a magnifying glass on the great fissures of structural racism and income inequality, while also bringing us together to build back our lives with different priorities. We rise together as East Bay residents who are Black, brown, immigrant, indigenous, and LGBTQ+ people and women. EBASE rises for a just recovery. EBASE rises for better pay and conditions for workers, tenant rights, public health, and re-imagined public safety. When we dream together, organize together, and fight together with directly impacted workers and communities leading the way, we win.

#### **OUR JOBS: essential jobs, low-wage work, and enforcement**

EBASE works alongside low-wage and frontline workers to pass policies that advance higher pay and better

working conditions. This includes paid sick time to help keep workers, their families, and the public safe, healthy, and housed. When employers break the law and do not provide these basic provisions while raking in billions, it further exacerbates economic inequality. Workers' rights laws are only as good as their enforcement. EBASE partners with cities to ensure workers' rights are upheld. EBASE works to strengthen the voice of workers on the job and at City Hall.

**OUR HOMES: housing and tenant rights**

EBASE works with tenants to advance rent stabilization and tenant protection policies, while passing community benefit agreements that include building more affordable housing for low-income communities. Housing is a human right, and by ensuring that everyone has an affordable, safe home, we will create healthier, more inclusive communities.

**OUR CITIES: equitable development and budget fights**

EBASE works to deprioritize rampant corporate development in favor of investment in everyday people. EBASE campaigns focus on passing community benefit agreements on large-scale public development projects that include good jobs, local and fair chance hiring, affordable housing, and community services. EBASE re-imagines public safety shifting away from the over-policing and mass incarceration of Black and brown folks. EBASE works to restore funding to our neglected communities to get at the root causes of crime by ensuring taxpayers' dollars prioritize housing, worker protections, job training programs, youth services, and mental health treatment. This reprioritization will begin to heal structural racism and income inequality.

**OUR FAITH: FAME and faith-rooted organizing**

EBASE's faith-rooted organizing initiative, the Faith Alliance for a Moral Economy (FAME), works to bring together the very best of our spiritual traditions to infuse our economic justice movement with love, joy, and hope, redeeming both our economy and our religions. Through their work, EBASE is building a beloved community where caring and compassion reign, and where all people have their basic needs met and the fullness of their gifts are honored.

**OPPORTUNITIES FOR THE POLICY & RESEARCH DIRECTOR**

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**Local Policy Analysis and Advocacy**

The Policy and Research Director will support the Oakland and Contra Costa campaign teams with excellent policy analysis and development and maintain knowledge of current policy debates on issues related to EBASE's work and policy platform. S/He/They will conduct research and policy components in coordination with organizing, coalition building, interfaith, and other campaign strategies at EBASE. The Director will ensure timely, focused research for EBASE campaign development, implementation, and solidarity campaigns. The Policy and Research Director will write and present advocacy memos to decision makers in coordination with campaign teams and represent EBASE and our policy positions with key decision makers, funders, media, and in public forums as needed.

**Statewide Policy Analysis and Advocacy**

The Policy and Research Director will analyze relevant statewide policies regarding workers rights, tenants rights, fair chance hiring, progressive revenue, immigrant rights, and equitable development, and recommend aligned EBASE positions. In partnership with the EBASE campaign teams, the Director will coordinate EBASE advocacy on statewide legislation. S/He/They may represent EBASE positions with statewide legislators and recruit partner organizations to join EBASE's efforts. The Policy and Research Director will also coordinate with CA PowerSwitch Action and other statewide partners to advance advocacy that supports EBASE's issues and supports local campaigns.

### **Strategic Research**

The Policy & Research Director oversees and conducts strategic research to support EBASE's campaigns. The Director will lead research to better understand companies, employment practices, and labor market trends in key sectors of the economy in which EBASE works. S/He/They will conduct quantitative analysis of data sets such as census and databases, and quantitative analysis of government documents and other publicly available information. The Policy and Research Director will support campaign teams to develop, conduct, and analyze worker and resident surveys to gather original data. The Policy and Research Director will develop partnerships with key research allies who can provide key council and co-publication of reports to advance EBASE's work.

### **Leadership and Training**

The Policy and Research Director will support and lead research and policy staff including developing workplans, managing progress through weekly check ins, and supporting staff through performance evaluations and leadership development plans. S/He/They will also recruit and manage research interns contributing to time limited projects that support EBASE priorities. The Policy and Research Director will build and strengthen academic and other community-based research partnerships that are values-aligned and respond to research needs and priorities. S/He/They will provide trainings on policy issues for campaign teams and coalitions.

## **QUALIFICATIONS OF THE IDEAL CANDIDATE**

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The ideal candidate will have experience developing and conducting strategic research that advances organizing, power building, and policy change. S/He/They will be experienced in translating data and policy analysis into actionable tools like framing reports and briefs that are accessible across audiences. While no one candidate will embody all the qualifications below, the ideal candidate will possess many of the following professional and personal abilities, attributes, and experiences:

- At least five years of experience and successful track record supporting community organizing, policy, and/or advocacy through research.
- Strong understanding of movements to develop community-centered political power with and in communities of color and historically under-resourced communities.
- Deep political understanding of East Bay cities and region and/or experience organizing or campaigning on workers' rights, tenant rights, or racial justice.
- Strong understanding of qualitative and quantitative methodologies.
- Experience conducting labor market analysis of key sectors of the East Bay economy and experience analyzing corporate players.
- Exceptional organizational skills and ability to prioritize and coordinate multiple projects, activities, and actions with competing deadlines; ability to balance short and long-term objectives and details with the big picture.
- Excellent written and verbal communication skills, and ability to present information in a clear and compelling style; ability to translate data into tools that inform staff, partners and community, and influence decision-makers.
- Strong and authentic relationship building skills; comfort working across a diversity of groups and interests.

**Work Environment:** Currently all EBASE staff are working from home in light of COVID. In the future, this position will be based out of the Downtown Oakland office.

**Compensation:** The starting salary range is between \$80,000 - \$90,000 (depending on experience), with an annual cost of living adjustment, depending on budget. EBASE contributes 3% - 6% of employee salary towards the 401(k)-retirement plan and provides additional benefits valued at roughly \$25,000 per year. It includes fully paid employee health insurance (medical, chiropractic, and acupuncture), generous vacation, sick leave, personal days, holidays, and training and professional development opportunities. EBASE provides an excellent working environment that encourages teamwork and recognizes high-quality work. This position is part of a bargaining unit represented by CWA Local 9415.

## TO APPLY

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More information about **East Bay Alliance for a Sustainable Economy** may be found at: [workingeastbay.org](http://workingeastbay.org)

This search is being led by [Catherine Seneviratne](#) and [Chaz Chapman](#) of [NPAG](#). Candidates are invited to submit their cover letter, outlining their interest and qualifications, along with their resume via NPAG's [website](#).

***EBASE is an affirmative action employer and strongly supports the social goals of affirmative action. Therefore, we make special efforts to recruit individuals from historically underrepresented groups in professional environments or suffer broader societal discrimination.***