



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

JOB ANNOUNCEMENT: Faith-Rooted Organizer, Oakland

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 Partnership for Working Families national network.

The **Faith Alliance for a Moral Economy (FAME)** is an initiative of EBASE focused on educating and organizing clergy, spiritual leaders, and people of faith to stand in solidarity and take action with low-wage workers, immigrants, tenants, and people who are formerly incarcerated in their fights for justice. We convene local committees like **FAME Concord** and **Economic Justice for Black Oakland** where faith leaders reflect on the morality of taking action for justice and strategize with organizers to hold elected officials and corporations accountable to our communities. We seek public policies that create a more just economy to sustain lives with dignity for workers and their families by improving working conditions, addressing displacement and tenant rights, and ensuring safe, thriving communities for all.

POSITION SUMMARY

The **Faith-Rooted Organizer** will work with the Director of the FAME Initiative and EBASE Oakland campaign staff to engage and organize faith leaders and communities in support of the Oakland campaigns. The Faith-Rooted Organizer will support EBASE's campaigns and projects for workers' rights, equitable development, moral budgets, immigrant rights, tenant protections, and economic and racial justice by building committees of faith leaders; collaborating with unions, workers, and community groups; and helping develop and execute faith-rooted strategies and tactics. The Faith-Rooted Organizer reports to the Director of the FAME Initiative and is a full-time position.

ORGANIZATIONAL OVERVIEW

At the foundation of all EBASE's work is the belief that all people have dignity, and 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 our communities.. 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 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 & RESPONSIBILITIES FOR THE FAITH ROOTED ORGANIZER

Recruit & Organize Faith Leaders

- Work with the FAME Director to identify and recruit a diverse array of faith leaders from different religious traditions to participate in the Economic Justice 4 Black Oakland committee.
- Develop working relationships with faith leaders to deepen their participation in workers' rights and equitable development campaigns. Conduct ongoing organizing with faith leaders through 1-1 visits and follow-up.
- Meaningfully engage faith leaders to plan events and activities in support of EBASE campaigns for worker protections, equitable development, moral budgets, and racial justice. Identify, design and execute appropriate strategies to engage faith leaders in a meaningful way with our campaigns.
- Coordinate monthly meetings of the FAME Economic Justice for Black Oakland committee that includes time for faith-rooted reflection, fellowship, and strategy development. Cultivate the Economic Justice for Black Oakland committee as a faith-rooted environment, utilizing interfaith texts, prayers, music, and reflection as a means to build community among faith leaders.
- Maintain regular direct communication with faith leaders and affinity groups.

Coordinate Faith-Rooted Strategies and Coalition Campaign Support

- Coordinate with the FAME Director and Oakland Campaign Director to align faith-rooted strategies, tactics, and messages with the overall campaign plan and to ensure integration of faith-rooted approaches. Participate in EBASE's Oakland team and coalition meetings.
- Develop organizing and action plans and timelines in concert with Oakland Team and coalition partners.
- Coordinate tactics and events that advance FAME organizing, support EBASE campaigns and that provide fellowship, inspiration, and education for religious leaders. Tactics may include public rituals or prayers to uplift an issue of inequity or to influence a decision-maker; joint letters signed by faith leaders or delegations of faith leaders meeting with impacted communities and/or decision-makers.
- Represent FAME in coalitions. Recruit, train, and support leaders to represent FAME in coalitions.

Organizational Development and Personal Administration

- Participate in weekly staff meetings, internal training, annual planning, and retreats.

- Support “all hands on deck” requests from EBASE campaign teams, including mobilization support, phone banking, civic engagement, and other activities.
- Maintain personal organization systems.
- Complete reimbursements, timesheets, and lobbying reports.

QUALIFICATIONS:

- Demonstrated organizing skills and motivating others to take action in interfaith communities on issues of workers’ rights and racial justice. Two years of organizing experience preferred.
- Commitment to organizing people of faith, and comfortable working with diverse faith traditions.
- Demonstrated knowledge of religious institutions in Oakland and Alameda County, especially in congregations serving Black and Brown, working-class, and immigrant communities.
- Demonstrated ability to take initiative and show accountability to developing work plans in line with team goals, with a commitment to work in a team environment.
- Willingness to learn new techniques, ideas, and skills.
- Personal commitment to economic, racial, and gender justice.
- Strong listening and communication skills.
- Strong writing skills and ability to use word-processing and database programs.

If you don’t meet all the criteria above but still feel your experience could be a good fit for the role, please apply. We recognize that candidates who don’t check every box can still add value to our team.

WORK ENVIRONMENT and COVID safety:

Currently, EBASE is in a 6 month transition period where all staff are working from the EBASE offices 3 days/week and working from home 2 days/week. All employees are required to be fully vaccinated.

COMPENSATION AND BENEFITS:

The salary range for this position is between \$58,000-\$65,000 (depending on experience), as well as an annual cost of living adjustment dependent 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. This includes fully paid employee health insurance (medical, chiropractic and acupuncture) generous vacation, sick leave, personal days, and 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.

Email cover letter and resume to: search@workingeastbay.org Subject line “Faith-Rooted Organizer.”

Applications will be reviewed on a rolling basis as they are received. The position will be open until filled and starts immediately.

EBASE is an affirmative action employer, and strongly supports the social goals of affirmative action. We therefore make special efforts to recruit individuals from groups that are historically under-represented in professional environments, or that suffer broader societal discrimination.