



POSITION TITLE: Tzedek Social Justice Fellow focused on Program Co-ordination at Nuestro Centro

- ✓ Are you passionate about and dedicated to social justice? Are you invested in combatting anti-Semitism, working for racial justice, and advocating for LGBTQ equality?
- ✓ Are you interested in building your skills as an advocate and change agent?
- ✓ When faced with individual and institutionalized oppression, do you feel compelled to speak up, take action, and work for change?
- ✓ Do you want to expand your professional network and gain hands-on experience working with a local nonprofit organization?

If you answered yes to the questions above, the Tzedek Social Justice Fellowship (TSJF) might be a great fit for you!



THE FELLOWSHIP

The Tzedek Social Justice Fellowship (TSJF) is a transformational experience for emerging social justice leaders that builds the capacity of organizations to effect change in Asheville and beyond. The Fellowship is committed to social justice, broadly defined, yet the work focuses primarily on LGBTQ rights, racial equity, and combatting anti-Semitism. Over the course of eleven months, Fellows develop essential skills to cultivate relationships within the local community, create powerful connections that bridge across bias, and organize grassroots movements for positive community change.

The Fellowship builds individual and organizational capacity by engaging passionate emerging leaders in eleven-month, paid, full-time positions at social justice organizations throughout the greater Asheville, North Carolina area. In addition to working 30 hours each week at their host site organization, Tzedek Fellows spend 10 hours developing life and leadership skills to help them become successful leaders and remain resilient throughout their careers. The Tzedek Social Justice Fellowship requires full and active participation in all fellowship-related events and activities. It is a 40-hour per week commitment, including times outside of regular business hours. It is critical that the final candidate is truly passionate about becoming a Fellow and is committed to the spirit of personal and professional development.

THE PRIMARY GOALS OF THE FELLOWSHIP ARE TO EQUIP FELLOWS WITH THE SKILLS TO:

- 1) Understand anti-Semitism throughout history and learn how to identify and effectively combat anti-Semitism in their communities.
- 2) Be powerful activists and advocates in the movement for LGBTQ rights.
- 3) Examine and combat oppression and discrimination within the context of eliminating racism.
- 4) Learn to build and work in diverse collaborative coalitions to achieve equity for *all* marginalized groups.
- 5) Expand personal and professional networks and co-create a community of social justice peers for life-long connection.
- 6) Positively impact the Asheville community by advancing the work of their host site organization.

- 7) Have satisfying, successful, and sustainable careers in social justice non-profits and grassroots organizing groups.

PARTICIPATION & TRAINING OPPORTUNITIES AND EXPECTATIONS:

- Participation in ongoing group activities including, but not limited to:
 - o A one-month paid orientation in August.
 - o InnerVision, a personal growth program offering life skills in mindfulness, awareness, and clarity.
 - o Weekly Fellow Forums with TSJF staff, including presentations and training sessions delivered by local and regional trainers and social justice leaders.
 - o Special social justice events (pop-up trainings, speakers, arts events) and social events for the Tzedek cohort.
 - o One-on-one meetings with TSJF staff and host site organization (HSO) supervisors.
 - o Position-specific expectations and requirements as expressed by the HSO supervisor.
- Creation of an individual professional development plan, including the identification of resources and training opportunities in alignment with the plan goals.
- Attendance at national conferences including [Creating Change](#) and either [The White Privilege Conference](#) or the [Facing Race Conference](#) depending on the conference scheduling.
- Willingness to develop and nurture honest, trusting, and open relationships with other Fellows, TSJF staff, and HSO staff.

For more information about the Tzedek Social Justice Fellowship visit
tzedekfellowship.org.



Organization and Position Details: Tzedek Fellow Focused on Program Co-coordination at Nuestro Centro

Nuestro Centro is a community center in the Emma Community of Buncombe County, a working class community with a large immigrant population. Nuestro Centro's mission is to listen to directly affected people in order to identify root causes, and to organize to confront problems and seek justice while strengthening identity and culture. Nuestro Centro is an organization that is based on popular education. We do participatory investigation and popular education workshops, developing leadership and empowering direct affected people to advocate for their rights and to fight against structural racism.

ORGANIZATIONAL PROFILE:

Nuestro Centro has four programmatic objectives:

- Community organizing and advocacy
- Leadership development
- Cultural organizing and bilingual education
- Education reform

Programs include:

- Consulta Tu Compa: a resource and referral program
- Defensa Comunitaria: hot line organizing around racial profiling, detention, and deportations
- Raices: a cultural organizing program and community collaboration
- Nuestras Escuelas: The Nuestras Escuelas campaign is directly related to education reform. The campaign also connects with immigrant rights as many of the campaign leaders and participants are immigrants and daily encounter the denial of their rights as students to fully participate in their own education and their rights as parents to fully participate in the education of their children.

Nuestro Centro was founded in 2007 by seven women who wanted to open a community center for women and children. After a series of community listening sessions, they learned that the community wanted a space for the whole family. The group opened Nuestro Centro with two goals. The first goal was to provide resources and support. The second goal was to create a space where the community could fulfill their own projects. For the last ten years, Nuestro Centro has been a place where dreams are created and come true and where we fight for a more just world for all.

Nuestro Centro sees racism and classism as root causes of discrimination against immigrants, resulting in many systemic injustices for the Latino communities. Nuestro Centro has developed a social change analysis. The transformative Justice Model unites education, building capacity with leadership development, self-advocacy, and organization to structural change. Nuestro Centro's programs reflect the needs of its community and integrate direct service, self-advocacy, and the model of structural change to work toward our vision.

JOB DESCRIPTION:

The Tzedek Fellow will be primarily responsible for two programs—Consulta Tu Compa and Raices. This position will benefit Nuestro Centro, the Fellow, and ultimately the entire community because the work will be implemented to address the community's needs and to increase its leadership. The Fellow's work will primarily be focused on the Latinx community in Asheville and Buncombe County, specifically the Emma community and Erwin district. The Fellow will help broaden leadership within our community by providing more office hours to attend and to orient our community members to Nuestro Centro's work and values.

The Fellow will work directly with Mirian Porras and Geny Hernandez, coordinators of Nuestro Centro. The Fellow will report to Mirian Porras. Together, we will create a work plan to reach our goals. We will continuously monitor the effectiveness of Consulta Services. We will also follow up with the organizational leadership development at RAICES program with the goal of expanding the program to Erwin Middle School and increase number of parents involved in the program.

DUTIES WILL INCLUDE:

Raices

- Participatory investigation
- Workshop planning and facilitation
- Leadership development by increasing the number of parents participating in RAICES program
- Logistics for classes, meetings, and workshops
- Serve as an instructor
- Train new instructors

Consulta tu Compa

- Support community members as they come to Nuestro Centro looking for information and resources
- Check Nuestro Centro's voice mail and return any phone calls
- Check email or FB page for any Consultas
- Organize Nuestro Centro's kid's room and general office space
- Check file box to see if we need more copies or forms
- Data intake and follow up with clients and community members
- Coordinate with other groups to bring information to our community
- Perform other duties as assigned

General program support for all Nuestro Centro programs.

MINIMUM QUALIFICATIONS, ATTRIBUTES AND EXPERIENCE:

- Fluent speaking and writing Spanish
- Ability to communicate with many people working with diverse groups
- To be self motivated to learn new skills as you go
- Applicant must be willing to work some evenings and weekends (there will be office hours but is has to work as the community needs).

PREFERRED SKILLS:

Previous experience facilitating workshops using popular education strategies is preferred.

ADDITIONAL DETAILS:

None

HOW TO APPLY:

Email your resume, cover letter describing your fit with the organization, and 3 professional references in Word or PDF format to nuestrocentro.info@gmail.com put in the subject line "Tzedek Fellowship Application 2017-2018." Application will be accepted from February 15th to April 15th, 2017. We will respond to all applicants and notify applicants who will be interviewed.

*****People of Color, LGBTQ individuals, and WNC residents are strongly encouraged to apply.*****

COMPENSATION AND BENEFITS:

The Tzedek Social Justice Fellowship is a full-time, eleven month, non-renewable, temporary position. Fellows receive a base salary of \$28,000, employee sponsored health care or a health care stipend, and a professional development stipend of \$1,000. The Fellowship begins with a month-long orientation starting on August 7, 2017.

LEAVE TIME:

Fellow will receive 10 holidays of their choice, 15 vacation days, and 10 sick days.

CONTACT:

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NON-DISCRIMINATION POLICY:

Nuestro Centro is committed to equality in employment and programming. Nuestro Centro does not discriminate on the basis of race, color, national origin, ancestry, sex, disability, religion, age, sexual orientation, gender expression, gender identity, or veteran status in its hiring practices, programs, services or activities. All are encouraged to apply, especially women and people of color.