



Job Description

RAGE Justice Coordinator

Effective Date: March 2023
Reports To: Director
Status: Full time, non-exempt position
Starting Salary: \$52,000 a year
Benefits: Medical, Dental, Vision, and Life Insurance; *403(b) retirement plan and Health Savings Account*; Paid Holidays, Sick, and Vacation. 4 weeks off per year for seasonal "pause"

Organizational Description:

The Race and Gender Equity Project's goal is to advance the well-being of Black youth locally and around the globe.

We imagine: We envision a world where every young person has spaces where they can be free and well;

We build: We provide an infrastructure of support to individuals and communities working to create change;

We dismantle: We work with individuals & organizations to disrupt white supremacy culture and create anti-racist spaces.

We create spaces that create change.

Background:

Established in 2016, The Race and Gender Equity Project **harnesses the power of individual and collective transformation through healing, education, advocacy and research.** We believe, in order to create transformative change, the voices and recommendations of the most historically marginalized youth and communities must be at the center. The work we do is participatory and builds capacity among

targeted populations, and stakeholders, to lead their own transformative efforts. We provide coaching, consulting and community work. Learn [more about our work here](#).

Position Overview:

This position is grant funded for three years through the **Elevated Youth California**, Substance Use Prevention Program. This grant is designed to create an intersectional youth-serving-youth cooperative that provides a network of healing, education, arts and leadership programs (HEAL Cooperative) that work independently and collectively to impact systems change and prevent substance use for 250 Black youth in Sacramento county. Using a collective impact model, The RAGE Project will work to build the capacity of at least six Black youth-led service providers and strengthen their ability to serve younger peers through mentorship, relationship building, peer-led support and events. As the backbone organization, RAGE will provide training, coaching and leadership development as well as lead youth mobilization and systems-change activities.

The RAGE Justice Coordinator is responsible for:

- Serving as an project manager for various youth programs, including the HEAL Cooperative and HEAL Fellowship
- Leading systems change activities across multiple programs
- Developing policy/systems change agenda in consultation with youth & community members
- Coordinating RAGE programs, including program development, grant reporting and ongoing program improvement
- Engaging youth & community members across a wide variety of venues
- Working with teams of youth to complete assigned projects
- Training and supervising youth & community members working on healing, education, advocacy, research and racial & gender equity projects
- Serving as a member of the RAGE Project leadership team
- Enhancing the RAGE Project's image by being active and visible in the community and by working closely with other professional, civic, and private organizations
- Maintaining the profile of the RAGE Project as a leader in racial and gender justice.

Skills

- Priority given to individuals with lived expertise within the intersection antiblackness/racial inequity and other justice issues (LGBTQIA+, gender, housing insecurity, poverty, mental health, etc.)

- Commitment to working in and with the Black youth community to effect change
- Evidence of creativity, innovation, and adaptability in previous settings
- Experience of, and/or desire to, advance change through social impact, social entrepreneurship, and/or social justice work
- Able to engage with systems leaders & community members in diverse settings
- Able to engage directly with historically & systematically marginalized young people, specifically Black youth in-person and virtually
- Experience in systems change in the areas of: economic, racial and gender justice preferred
- Able to implement effective means by which to track and evaluate program components, to measure impact and success
- Understanding of, and interest in [Youth Participatory Action Research](#)
- Understanding of theoretical frameworks - including Critical Race Theory, intersectionality, social justice youth development, and healing justice.
- Ability to multitask and manage multiple projects; excellent project management
- Ability to read and write clearly and articulately with little direction
- Able to use computer: including Word, PDF, google suite
- Understanding of social media and diverse means of communication
- Excellent communication skills, public speaking
- Ability to work autonomously and as a team player, possesses leadership skills
- Excellent follow through, especially in virtual environment

Qualifications:

A BA Degree, or graduation within a year. College credits in social work, ethnic studies, communications, political science or related fields are preferred. Minimum of 2 years of relevant experience. Management experience preferred. Experience working with/engaging with youth and diverse community members.

Work Environment:

- Work flexible schedule including evenings and weekends to meet operational and business needs
- Will be expected to work and navigate community spaces
- Ability to work virtually and in person. Attend Zoom/Video meetings
- Attend meetings and trainings as scheduled.
- Work in a shared office space and active workspace with distractions.

- Upstairs office; for accessibility needs/accommodations please notify Consulting Director *see below

To apply for this position, please complete upload a resume & cover letter, as well as complete the job application [found here](#). The application will also allow you to upload your resume & cover letter.

If you have any questions reach out to our Consulting Director of People & Finance at Maggie.rageproject@gmail.com