



<b>Job Title</b>	<b>Director of Organizing</b>
<b>Reports to</b>	<b>Senior Director of Campaigns</b>
<b>Location</b>	<b>Brooklyn, NY</b>
<b>Status</b>	<b>Full-time</b>
<b>FLSA Status (OT eligibility)</b>	<b>Exempt</b>

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### **ABOUT GIRLS FOR GENDER EQUITY**

Girls for Gender Equity (GGE) is an intergenerational advocacy organization committed to the physical, psychological, social, and economic development of cisgender (cis) and transgender (trans) girls and women of color and gender nonconforming/non-binary (GNCNB) youth of color. GGE challenges structural forces -- racism, sexism, transphobia, homophobia, economic inequality -- that work to constrict the freedom, full expression, and rights of trans and cis girls and young women of color and GNCNB youth of color.

Founded with an Open Society Institute Fellowship in 2001, GGE began in response to community needs for girls of color to have safe and equitable fitness and leadership development programming. The rape of an 8-year-old Black girl on her way to school in Bedford-Stuyvesant, Brooklyn led GGE to become a nonprofit organization in 2002, addressing the root causes of gender-based violence and promoting gender equity, human and civil rights for young people of color. GGE is continuing to expand as the needs of our constituents and our base of supporters grow.

GGE's work is grounded in intersectional Black feminism, positive youth development, strengths-based, eco-systemic social work practice and popular education theory. Our theory of change articulates our efforts to cultivate a culture and environment in which cis and trans girls of color and GNCNB youth of color are equitably supported to live free, self-determined lives; eradicate institutionalized barriers to gender equity; and dismantle all systems of oppression. We ultimately believe in and work toward a world where cis and trans girls of color and gender nonconforming/non-binary youth of color are free.

### **POSITION**

GGE is seeking a full-time **Director of Organizing** to join our team. This position will utilize organizing and activism strategies to harness and mobilize the cultural clout, creativity, and energy of young cis, trans and non-binary youth of color, and their allies, to run campaigns that support GGE's mission. This is a remarkable position for an effective and experienced organizer who has driven social justice campaigns forward, with a particular focus and commitment to anti-racist, feminist/womanist/queer, and youth development. This role will initially be focused on building upon our existing community and relationships, and building a strategy for GGE to grow its capacity to engage in movement building and activism. The role will also feed into the extension of the organization's programming in select cities across the country.

The Director of Organizing reports to the Senior Director of Campaigns, who oversees both organizing and policy strategy at the local, state and national level. The Director is the primary driver of the organizing arm of the Campaigns department, working hand in hand with the Director of Policy to stand up our campaign strategies and harness the best of GGE's dual approach to effective, community-centered campaigns.

This position will work with the Campaigns team to:

1. Serve as the primary campaigner for both proactive strategy and rapid response efforts focused on issues related to youth of color;



2. Identify and carry out local, statewide and national campaigns rooted in GGE's unique lens, organizational best practices, and opportunity for expansion;
3. Work with external partners to maintain, expand and energize our organizing efforts, specifically integrating the protection and freedoms of youth of color across all issue campaigns and organizing efforts;
4. Utilize digital organizing tactics for campaign-oriented communications, mobilization, and activism;
5. Connect local and national campaign efforts.

The Director of Organizing will supervise an Organizing Manager and is responsible for the oversight of various vendors and consultants.

## **ESSENTIAL DUTIES AND RESPONSIBILITIES**

### Coalition Engagement & Grasstops Organizing

- Build and run effective coalitions of organizations that support girls of color and GNC/NB youth of color
- Ability to maintain relationships with organizational leaders and counterparts at partner organizations
- Maintain partnerships with existing national partners and implement new strategies to bolster engagement

### Basebuilding & Grassroots Organizing

- Lead GGE's nationally organizing including A National Agenda for Black Girls, Young Women's Initiative, and all other national organizing moments and campaigns
- Build out pilot national training and organizing school for youth organizers
- Drive a local and statewide organizing strategy to build political power in service of GGE's priority campaigns
- Develop leadership skills and political education of young people who can advance GGE's campaigns
- Provide individualized support and development for emerging leaders, with particular attention to young people
- Ability to build and project manage a campaign from cultivation to execution

### Campaign Strategy

- Understanding of local and national political landscape, with particular attention to racial and gender equity;
- Ability to read and assess the current political landscape and make strategic choices about GGE's organizing tactics
- Familiarity with legal frameworks for 501c3 and 501c4 eligible activities.

### Digital Organizing and Mobilization

- Ability to lead digital campaigns and mobilize GGE's base nationally and statewide
- Experience driving rapid response mobilization in partnership with Digital and Communications staff
- Familiarity with a range of tools to help organize GGE's base online, including but not limited to CRM, SMS and emerging products to mobilize supporters.



### Program Planning & Fiscal Management

- Supervise Deputy Director of Organizing
- With the Senior Director of Campaigns, reconcile programmatic monthly expenses against accounting records.
- Work with the Development and Finance teams to plan program budget, track expenses and report on key activities for the purpose of fundraising and securing resources for GGE's work.

### **EXPERIENCE, SKILLS & QUALITIES**

#### Experience

- Experience driving local and national campaigns that center young people of color;
- Experience authentically amplifying the voices of young people of color to lead movement building strategies;
- Experience ideating and executing a campaign, expansion initiative and/or growth strategy from start to finish;
- Experience building, expanding and activating a base in service of campaign goals;
- Experience supervising organizing staff.

#### Skills

- Stellar communication skills;
- Impeccable attention to detail, systems, and processes;
- Flexible, able to shift priorities and maintain a sense of perspective;
- Strategic and results oriented collaboration with a leadership team;
- Ability to coach and support junior staff;
- Familiarity, comfort, and ability to thrive within a small, dynamic team environment.

#### Qualities

- Committed to advancing GGE's mission and work;
- Highly organized, self-motivated, independent worker who can prioritize tasks and manage multiple projects at once;
- Creative problem-solver who anticipates challenges and seizes opportunities for collaboration;
- Able to implement vision, think strategically, exercise good judgment, and lead change;
- Initiative-taker with a strong work ethic and efficient, results-oriented approach; and
- High level of self-awareness and ability to give and receive feedback well.

### **DESIRED BUT NOT REQUIRED**

- Lived experience with school pushout, the criminal legal system, navigating gender, gender identity, and/or racial equity issues.

**Compensation and Benefits:** Compensation for this role is **\$85,000**. GGE's benefits & perks are outlined [here](#).



**Limitations and Disclaimer:** The above job description is meant to describe the general nature and level of work being performed; it is not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required for the position. The team member may be required to perform duties outside of their normal responsibilities from time to time, as needed.

For further details about GGE's mission, vision and work, please visit <http://www.ggenyc.org>, and @ggenyc on Twitter and Instagram

**How to Apply: All applications will be received via email. No phone calls or snail mail, please.**

All applications must include (in PDF format):

- Resume
- Thoughtful cover letter (including how you became aware of this opportunity: job portal, referral, etc.) that speaks to experience running and winning electoral, legislative and/or issue-focused campaigns

E-mail applications to: [JoinTheTeam@ggenyc.org](mailto:JoinTheTeam@ggenyc.org)

Subject Line: **Director of National Organizing/YOUR NAME**

**Priority application deadline is 05/01/2022.**

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**GGE is an Equal Opportunity Employer.** GGE provides equal employment opportunities to all employees, job applicants, interns, and volunteers without regard to race, color, religion, creed, political association, ancestry, sex, sexual orientation, gender identity or expression, marital or partnership status, national origin, immigration or citizenship status, age, military or veteran status, pregnancy, caregiver status, handicap or disability, genetic information or characteristic, unemployment status, arrest or conviction record, credit history, status as a victim or survivor of domestic violence, sex offenses, or stalking, or status in any group protected by federal, state, or local law in accordance with applicable law.