



Title: Statewide Organizer

Reports to: Director of Organizing

About Us: As the statewide champion for housing, the Housing Alliance is a powerful coalition of diverse organizations and individuals working together to build and protect safe, healthy, affordable homes for everyone in Washington.

We believe that achieving our mission of affordable homes for all requires an awareness of current and historical forms of institutional oppression, and a commitment to working toward becoming a fully equitable and anti-racist organization. Institutional oppression can take many forms, from the redlining that once prevented African American families from purchasing homes using federally-backed mortgages, to the legal discrimination that occurs today which allows landlords to deny tenancy. We are committed to critically examining how power dynamics and privileges impact individuals, communities, and larger systems. We practice a commitment to dismantling systemic, institutional and personal experiences of oppression in regard to both process (how we work) and product (what we work on), to help create conditions in which all people have the opportunity to thrive.

We are building a growing statewide people powered movement to undo these systems of oppression by learning from one another and organizing as a collective for deep transformation on housing policies and other social justice issues. We use trauma informed care and racial justice practices to center people who are impacted by multiple systems, while offering leadership development, advocacy and movement-building trainings as well as opportunities to become movement leaders in their regions.

Position Summary: The primary focus of this position is to build the power of residents of affordable housing communities and people with personal experience of homelessness and housing instability through organizing the Resident Action Project (RAP), a joint project of the Housing Alliance, and the Housing Alliance Action Fund alongside our partners at Community Change. Through building power with those directly impacted, we know we can implement policies at the state and local levels which will expand access to affordable housing, bring stability to people who rent their homes, prevent and end homelessness, and help people access safety and stability through housing. To do this work, we are building a movement centering those impacted by the housing crisis in partnership with concerned housing providers, service providers, allies, and others across Washington who know that opportunity begins with a safe, stable place to call home.

This is a full-time position which is based in our Queen Anne office in Seattle, however if the right candidate lived in another part of Washington state, we will consider a remote option. Due to the pandemic all staff are working from home indefinitely. When it is safe to

meet in-person, this position requires the ability to occasionally travel for conferences or outreach activities. Evening and weekend work may also be required on occasion.

Essential Responsibilities:

Manage the Resident Action Project (RAP) (90%)

- Build a statewide base of residents of affordable housing communities and people with personal experience of homelessness through community organizing, advocacy, and civic participation to advance local, state, and federal policy solutions;
- Connect with nonprofit housing providers as critical partners in resident outreach, turnout, event planning, and leadership development;
- Organize regular statewide membership calls and trainings, as well as in-person events including annual member summit, listening sessions, and leader retreats (at this time, all events are currently held online and over the phone);
- Support the resident-led Statewide Steering Committee (currently 7 members) in developing and implementing the strategic direction of RAP;
- Manage RAP communications including email blasts, newsletters, social media platforms, updating RAP website, and the use of digital and relational organizing;
- Align project expenses within the overall Housing Alliance budget with support of Director of Organizing;
- Finalize implementation of the RAP leadership development and local organizing program model, including development of training curriculum that provides leadership opportunities for various levels of engagement with the program;
- Demonstrate a clear commitment to equity and racial justice by, in part, providing or coordinating leadership and learning opportunities around these topics for RAP members and leaders.

Support voter engagement efforts (5%)

- Mobilize people directly impacted by our issues in voter registration drives, candidate support, and GOTV; and
- Organize events such as tabling and ballot parties in partnership with nonprofit affordable housing providers.

Other (5%)

- Participate in staff meetings, training, and retreats (all currently digital);
- Participate in organizational anti-racism and equity efforts to bring about systemic change within the organization and in the larger community; and
- Other duties as assigned.

This job description is not intended to represent an absolute or final list of all elements, activities, or duties of the job. The statements above are intended to describe the general nature and level of work performed by the person assigned to this position. Time percentages are estimates and will vary seasonally and may change based on the needs of the organization.

Who we're looking for:

Someone who is passionate about building power through organizing a base of people who are directly impacted by our work. You should have the organizing chops to jump into an established program and help it become more focused and sustainable, by developing new leaders from within the membership as well as inspiring and leveraging support from nonprofit housing providers statewide. You should be excited by RAP's potential to advance and inform Housing Alliance policy priorities.

If you don't know the affordable housing and homelessness system already that's okay, but you should be ready to jump in and learn about the issues we advocate for and you should be committed to organizing to change public policy as a social change strategy. We're a small team that does a lot and we try to have fun doing it and encourage (but want to get better at) work life balance. We are looking for someone who has strong organizational skills, holds boundaries, and can be impactful and strategic with their time.

We value and desire a diverse workplace and strongly encourage Black, Indigenous, people of color, LGBTQIA2S+, non-binary, gender non-conforming people, people with disabilities, people who have experienced homelessness or housing instability, and people with intersecting identities to apply.

Our staff and board are committed to working toward becoming a fully equitable and antiracist organization and we are looking to bring on new team members who share that commitment and also have a commitment to self-reflection, personal growth, and working on their own internal racial and other biases.

The most competitive candidates will have most of the following:

- At least three years experience in community organizing, labor organizing, or a related field;
- The ability to work effectively across cultures, actively promoting and engaging the leadership of people from marginalized communities;
- An understanding of institutional racism and a strong commitment to undoing racism and other forms of oppression;
- Experience training on building a power analysis, direct actions, and relational organizing;
- Experience with conflict resolution practices and holding difficult conversations on racial justice;
- Strong facilitation skills in small and large group settings;
- Strong project management skills;
- The ability to be flexible and responsive in a fast-paced and changing environment;
- Competence with Microsoft Office programs;
- Strong written communication skills;
- Fluency in English and a second language (Spanish, Cantonese, Mandarin, Vietnamese, Russian, Tagalog, Korean, etc.);
- Experience using social media platforms like Facebook and Twitter for organizing and mobilization;
- A driver's license;
- Familiarity with affordable housing and homelessness issues in Washington;
- Familiarity with Washington state's housing and service provider landscape; and
- Understanding of the Washington state legislative process.

According to the National Low Income Housing Coalition, “Black, Native American, and Hispanic households are more likely than white households to be extremely low-income renters - with incomes at or below the poverty level or 30% of their area median income – for whom there is a dire shortage of affordable and available homes.” Direct experience and/or significant multicultural organizing experience with demographic groups most impacted by homelessness and housing instability is desired.

Salary & benefits: This full-time, exempt position has an annual salary of \$55,000-\$62,000 depending on experience. Generous benefits package includes health, dental, and vision insurance; employer contribution to retirement account; subsidized ORCA pass; life insurance; health care/childcare flexible spending account, and generous paid vacation, sick leave, and holidays.

How to apply: Please send resume and succinct cover letter (describing your relevant experience, why you are interested in this position, how you would bring a commitment to equity and racial justice to this position, and how you learned of the opportunity) to jobs@wliha.org. We also request that you complete our voluntary, anonymous [demographic survey](#) to help us improve our hiring processes. No phone calls, please.

Hiring timeline: The position is open until filled. We will give priority consideration to applications received by January 3. We will follow up as applications arrive in hopes of making an offer by mid-January 2021. Position will begin in January or February 2021.