



JOB POSTING

Action for Equity

Organizer—full-time

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Contact: Tarshia Green Williams, Deputy Director, tarshia@action4equity.org

Action for Equity seeks an organizer to organize residents to join and lead issue-based campaigns and coalitions. The organizer will work under the supervision of our Deputy Director based in our headquarters in Boston.

The organizer will be part of developing and executing innovative and transformative campaigns and executing Action’s approach to resident leadership development. In this role, the organizer mobilizes and supports other Action staff members, internal campaign teams, local coalitions, community groups, and allies to expand resident organizing for quality job access and to successfully advance the goals of Action for Equity.

Who we are

Action for Equity is a community-based coalition working in the greater Boston region, focusing on racial and class Equity. As a coalition of community-based and social justice organizations, we are working for all people to have quality housing, good jobs, job access, environmental quality, and transportation access, among other things, as steps to reach the society we want. People of color predominantly lead us. Take a look at www.action4equity.org.

What you’ll do

The organizer’s work will include, but not be limited to, the following responsibilities:

Organizing residents

- Outreach and 1-1s that include assessment, and then persuasion leading to successfully moving people to action.
- Depending on assignments, 8 to 12 1-1s a week
- Once you demonstrate these foundation organizing skills, lead a team of resident activists and leaders in direct outreach.
- Written notes of contacts and follow-up with residents

You will have an opportunity to learn these foundation organizing skills if you do not already have them.

Coalition building and campaigning

- Successful turnout for various types of meetings based on metrics and engagement that demonstrate building collective power
- Perform direct outreach and have regular one-on-ones with coalition members, residents, and local leaders to provide support, debrief campaigns, and strengthen their participation in our coalition campaigns and activities.

- Support and facilitate regular coalition and campaign meetings to develop goals analyze, and test innovative and emergent strategies including supporting other Action for Equity staff. .
- Successfully build a committee of residents for a short term activity including developing leaders, preparing a plan, and executing action (example: state house visit)
- Support residents and coalition outreach to elected officials as needed.

Additional responsibilities

- **Communications—to be determined based on skills and organization need**
 - Collaborate with Action staff and members to develop communication plans.
 - Develop internal and external written materials to explain campaign goals and build the Action coalition.
 - Ensure outreach to relevant news media to obtain earned media coverage of our campaigns and issues including developing leaders and activists as spokespeople.
 - Support leaders and other in public speaking
 - Ensure regular communication of Action activities to member groups, activists, and the general public. Build the organization’s presence in the media and social media.
 - Participate in organizational communications with social media accounts.
- **Training and leadership development**
 - Learn to develop original training material for coalition members and conduct workshops to build the Action activist base.
 - Learn to develop the skills & leadership of local organizers and activists in the Action network.

Who You Are & Keys to Success

Required Qualifications

First, you will choose this important role that allows you to develop and promote the leadership of others to achieve collective goals, rather than being in the spotlight or being a spokesperson yourself.

Then, to be successful in this job, you will excel in five areas:

- **Relationship-building:** You develop and maintain strong working relationships using your excellent communication skills including listening to collaborate with a diverse group of stakeholders and can bring in allies and coalition partners from marginalized communities statewide, such as people of color, people with disabilities, low-income families, homeless/unhoused people, and immigrants. You know how to build alliances and find collaboration points even when competing interests exist.
- **Drive to achieve results:** You have a track record of accomplishing ambitious goals and getting results despite obstacles.
- **Inclusive leadership and management:** You approach leadership with a mindset of “power with” rather than “power over” and regularly include others in decision-making.

- You have experience managing multiple projects and keeping tasks from slipping through the cracks. You use resources wisely. You are comfortable setting up meetings, requesting support, and sharing directions.
- Commitment to racial Equity and social justice: You recognize the role of race, income, age, immigration status, and other identities and consistently amplify community voices to advocate for more equitable policy solutions. You recognize how your identities show up in the work and welcome, reflect on, and act on feedback with an eye toward continuous learning about race, ability, and other lines of difference.

What Else You Should Know

The starting salary is \$60,000 to 65,000 and benefits are provided.

Action for Equity is an equal-opportunity employer committed to a diverse and inclusive workforce. We value having staff come from communities most impacted by our issues. Contact tarshia@action4equity.org if you have any questions.

To apply, send an email saying why you are interested along with your resume to tarshia@action4equity.org