



Environmental & Economic Justice Strategic Plan Coordinator - Valle de Oro National Wildlife Refuge Environmental Justice Leadership Team

APPLICATIONS DUE: Friday, February 14th, 2025 by 5:00 pm MST

Position Overview: The Valle de Oro Environmental & Economic Justice Leadership Team, composed of Los Jardines Institute (LJI), the Friends of Valle de Oro NWR (Friends), Ancestral Lands Conservation Corps (ALCC), Pueblo of Isleta (POI) Environmental Department, and Valle de Oro National Wildlife Refuge - is looking to hire an ‘**Environmental & Economic Justice Strategic Plan (EEJSP) Coordinator**’ to help guide the continued development and successful implementation of the Valle de Oro NWR Environmental & Economic Justice Strategic Plan. The Strategic Plan Coordinator will also work with a network of grassroots community leadership from the Mountainview neighborhood, South Valley, Pueblo of Isleta, and other local and national EJ partners.

Core responsibilities will include, but not limited to, ongoing meeting facilitation and support of the EEJ Leadership Team members by building team unity through structure development, co-creating collective agreements and conflict resolution protocol, and providing accountability support; programmatic planning and implementation; coordination between the Leadership Team, refuge staff and community partners; advocacy and outreach on environmental and economic justice issues impacting local communities; and strategic planning, fundraising and capacity building to bring the EEJSP to its fullest potential. The EEJSP Coordinator will also play a role in the work of the Environmental Justice Air Monitoring Network, a grassroots air quality program in the South Valley that has emerged as a key priority of the EEJSP.

Position Details:

- 1 year contract - March 2025 to April 2026 - with potential for renewal upon review.
- \$22 per hour or approximately \$45,000 per year.
- Ideal candidate is available for a full time 40 hour per week schedule.
- Ideal start date: mid to late March, 2025.
- Work will take place primarily in-person at the Valle de Oro National Wildlife Refuge or the offices of other Leadership Team members in the South Valley of Albuquerque, with flexibility for work from home as needed.
- Position times are flexible and may include evening and weekend meetings and/or activities in the community, including long hours.
- Non-governmental position.
- Candidates are expected to have their own reliable transportation to and from the office and



community events.

Key Responsibilities & Tasks:

- Read, understand, and adhere to the MOU, the Environmental Justice (EJ) Principles, the Jemez Principles, and the Valle de Oro Environmental and Economic Justice Strategic Plan (EEJSP).
- Coordinate the development of, and update as needed, a well defined decision making process in addition to the MOU
- Coordinate the development of, and update as needed, collective agreements including conflict resolution protocol/process with the EEJLT.
- Coordinate the development of, and update as needed, EEJ Leadership Team and EJ Air structure in order to best actualize the goals of the EEJSP.
- Help elevate the EJ Air needs to the leadership team such as funding support, community organizing, and other related projects.
- Coordinate the implementation of projects, programs and priorities outlined in the EEJSP.
- Facilitate bi-monthly meetings, ongoing communications, and decision making processes amongst EEJ Leadership Team members and perform other administrative tasks to support the team's success.
- Work with the EEJ Leadership Team to conduct regular review, evaluation/assessment, and strategic planning processes to assess priorities and the impact of the EEJ Strategic Plan.
- Develop and maintain EEJ Strategic Plan timelines and budgets, and work with Leadership Team members to secure ongoing investment and adequate funding for Plan implementation, including active or future related projects.
- Report on and represent the work of the EEJ Leadership Team and Strategic Plan at refuge staff meetings, events such as the quarterly refuge Community Update/Open House, and relevant community events in host communities.
- Lead efforts to document and tell the story of the EEJ Leadership Team's collective work, including internal work (e.g., archiving photos, contributing to grant reports, etc.) and external storytelling work (e.g., blogs, multimedia stories, news articles, community accountability reports, etc.).
- Work with the EEJ Leadership Team, fellow staff, and partners on EEJSP priorities and programs, including but not limited to;
 - Build relationships with community members in Mountain View, South Valley and



- Pueblo of Isleta to engage in decision-making and the development of the refuge;
- Continue integrating environmental and economic justice into the refuge visitor experience, Visitor Center, and youth education and youth conservation corps programs - including through the Environmental and Economic Justice Library and Resource Center collection, EJ Toxic Tour, and Art and Power Gallery;
 - Help forward the development of EEJ training and curriculum materials to co-train staff, partners, interns, and volunteers;
 - Co-coordinate our annual EJ Community Days during the month of April;
 - Help coordinate appropriate and legal forms of advocacy to protect environmental and public health of the refuge and the immediate community / ecosystems we rely on, and;
 - Help build partnerships to support the work of the EJ Air Network, Friends Nature Store, Conservation Careers Center, and other refuge related projects/programs

Qualifications:

- University degree (Bachelors or advanced degree) in relevant field **OR** Associates Degree/High school diploma/GED and significant experience in environmental justice, social justice, or community organizing/engagement work.
- Familiarity and experience with the environmental justice movement in New Mexico and/or justice movements in the communities you live, work, play, pray, and learn in.
- Strong writing, communication, organizational skills, and professional attitude.
- Comfortable working with and leading groups - including public speaking, facilitating meetings and events, and coordinating volunteers and other team members.
- Able to communicate and work well with diverse communities and languages.
- Computer skills such as e-mailing, research, word processing, spreadsheets, and creating flyers.
- Must be able to work interdependently, this will be determined after a 90-day accountability period.
- Bilingual in English and Spanish preferred but not required.
- Background working with diverse cultures and peoples in NM, including engaging with sovereign and indigenous Nations and with land-based or agricultural communities.
- Local residents from New Mexico are encouraged to apply.
- Experience in facilitation.

How To Apply:

- Please email your resume and cover letter to raguilar@conservationlegacy.org no later than **Friday, February 14th, 2025 at 5:00pm MST.**
- Interviews will be held in late February, and the ideal candidate will start work in mid to late March.



Valle de Oro National Wildlife Refuge Environmental & Economic Justice Strategic Plan

The long-term vision and strategy for the Valle de Oro National Wildlife Refuge to work towards justice with community.

1. Institutionalize Environmental and Economic Justice

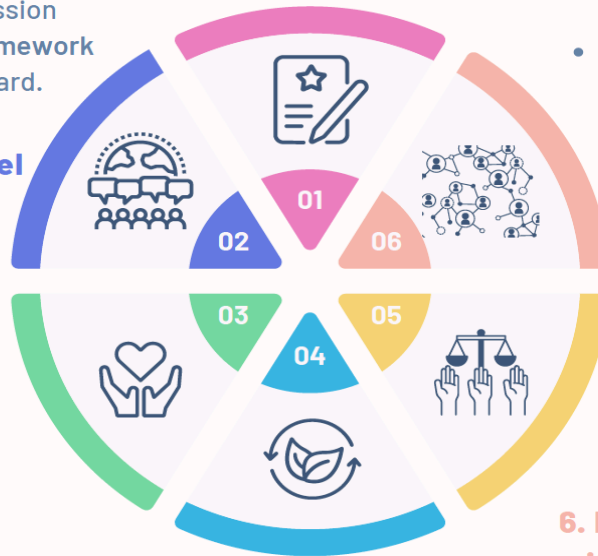
- Educate staff and leadership on the history, law, and principles of EJ movement
- Amend policies and programs to address systemic inequity, racism and oppression
- Establish EEJ infrastructure and framework including EEJ Library and EJ ScoreCard.

2. Community-led Conservation Model

- Engage host community in decision-making at all levels of the refuge
- Establish participation structures & strategies that increase equity of power and leadership of host community
- Develop community-based procurement and budgeting processes

3. Environmental and Economic Health & Justice

- Community-led monitoring, remediation and restoration activities on the refuge
- Community-led research on pollution, development and restoration activities
- Develop community metrics and indicators for health and wealth of community



4. Environmentally & Economically Just Resource Management

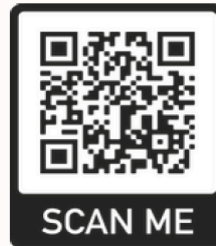
- Develop A Critical Literacy Curriculum on Environmental and Economic Justice
- Invest in community-based conservation strategies that forward equity and collaboration
- Prioritize resilient local economies and ecosystems focusing benefits in host community

5. Justice, Equity, Diversity and Inclusion

- Coordinate anti-racism, restorative justice and cultural humility trainings with staff, interns and volunteers
- Address accessibility and inequity issues through an accessibility committee
- Develop a site-specific plan for diversity, equity and inclusion.

6. Promoting Community-based Models with Refuge System and Public Land Sites

- Uphold Urban Standards of Excellence and Principles of Environmental Justice
- Interagency commitment to community-based resource management model
- Alignment and collaboration between public land sites, community leadership and gov't.



For more information, questions or to provide feedback please contact xavier@friendsofvalledeoro.org



FRIENDS OF VALLE DE ORO NATIONAL WILDLIFE REFUGE