

CEER Role Description – Climate Justice Community Organizer

The Coalition for Environment, Equity, and Resilience (CEER) is hiring a Climate Justice Community Organizer to lead organizing and relationship building within the City of Houston and Harris County. CEER brings together advocacy, social justice and education groups from three main constituencies: environmental justice, community organizing, and environmental conservation. To ensure a more equitable and resilient future for our region, these main constituencies developed an 8-point plan to guide recovery efforts and infrastructure spending after Hurricane Harvey. The 8-point plan can be found on CEER's website: www.ceerhouston.org.

Primary duties include community organizing within an urban footprint to build relationships with residents impacted by the effects of climate change and climate gentrification. The Climate Justice Community Organizer will work closely with CEER member organizations and other non-profit partners. The Climate Justice Community Organizer will be an employee of Healthy Gulf, the fiscal program sponsor for CEER, and report to the Coalition Director. The Climate Justice Community Organizer will develop a robust network of community relationships to educate residents, CEER members, stakeholders.

Our new Climate Justice Community Organizer should be:

- a leader who understands the importance of community involvement in campaigns and has experience organizing residents to let them speak for themselves;
- a great communicator who can build trust with community members and leaders from several geographies and diverse backgrounds;
- a relational thinker who can develop meaningful relationships and educate community;
- a leader who is driven by equity and social justice;
- able to manage projects with multiple deadlines and work both independently and as a part of team that includes CEER staff, a Project Leadership Team, consultants, member organizations and other community partners;
- passionate about ensuring a healthy environment for all, including both the natural and built worlds within the urban and rural context;
- someone with a great sense of humor.

Key Duties:

The Climate Justice Community Organizer will be responsible for community building efforts and field organizing related to a planning initiative at the intersection of climate change, health and equity. Duties include carrying out one on one relational conversations, house meetings, and community meetings to build power, educate community members and gather data that can be leveraged for CEER's policy and advocacy goals and future campaigns. The Climate Justice Community Organizer will coordinate trainings on leadership development, the local impacts of climate change, health equity and advocacy in target neighborhoods identified by the project team. Target neighborhoods are those that are experiencing or will experience an overburden of the impacts of climate change and communities that have been traditionally excluded from tables of power and decision making. These communities are predominantly minority, low-income,

urban neighborhoods that are disproportionately burdened by environmental harms and risks that impact their health. The organizer will take an asset-based and relational approach that involves working with CEER staff and other project partners to meet shared goals.

- Lead community organizing in target neighborhoods to create a network of community leaders and lay the ground work for policy and advocacy campaigns
- Organize and drive turnout to events including neighborhood meetings, press conferences, trainings, and other forums on at least a bi-weekly basis
- Identify, recruit and develop grassroots leaders through community engagement activities and ongoing training that leverages hired consultants and the expertise of CEER members
- Maintain regular communications with community members across target footprint to implement a comprehensive strategy
- Help develop and execute organizing plans; map out key community and constituent targets; and identify and implement effective strategies to engage impacted communities
- Work closely with community partners and advance the project within their timelines
- Assist with grant reporting, data collection and other duties assigned as necessary

Professional Qualifications:

- 2-3 years of community organizing or community engagement experience with a record of integrating meaningful community engagement in campaigns for social change.
- Strong interpersonal, organizational and public speaking skills.
- Ability to build meaningful relationships and work well with all religious, cultural, ethnic and social groups in urban and rural communities.
- Strong project management and organization abilities. Experience managing campaigns, projects or initiatives with multiple deadlines and multiple components.
- A strong understanding of the environmental and/or civil rights movements preferred.
- Fluency in Spanish or Vietnamese is preferred but not required.
- High school diploma required. Bachelor's degree or higher preferred.
- Ability to move community members to action.
- Ability to identify, recruit and develop community leaders.
- Full-time access to a car.

Salary and Benefits

The salary range is approximately \$41,000-\$50,000 depending on experience. This position is grant funded and dependent upon future fundraising after one year. Benefits include comprehensive medical, dental, vision, 401(k), paid holidays, vacation, sick leave, travel and mobile phone reimbursement.

To apply, please email a resume, cover letter and three professional references to iris@ceerhouston.org