

Jewish Organizing Fellowship & Empower Fellowship 2022 Placement Information

This document covers the details of being a JOIN for Justice Placement Organization for the Jewish Organizing Fellowship and Empower Fellowship. It includes background information on the Jewish Organizing Fellowship and Empower Fellowship, a track within the Jewish Organizing Fellowship, and details about Placement Organization benefits and responsibilities.

This document is for organizations interested in going through JOIN’s matching process to **hire a new organizer**. *If you already have a staff member you hope will be part of the JOIN Fellowship, please visit [here](#) for the appropriate details and application.*

If you have any questions about the application or about the JOIN Fellowship, please contact Kat Macias at applications@joinforjustice.org or 617-350-9994 x107.

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I. Summary

JOIN for Justice is seeking dynamic social change organizations to partner with us by hosting talented Jewish Organizing Fellows, including Empower Fellows, in organizing roles for 2022. Partner organizations benefit from hiring capable young professionals recruited and trained by JOIN throughout the year, from being part of a network of justice organizations, and from salary subsidies that JOIN may provide.

Key Dates:

- Applications are due **July 1, 2021**.
 - Notification of acceptance by **July 16**.
 - Begin matching with applicants on **August 16, 2021**.
 - Virtual Match Week (including anti-bias training) **Aug. 30 - Sept. 1, 2021**.
 - Follow up interviews happen in **September, 2021**.
 - Final preference form due **October 1, 2021**.
 - Matches and notification on funding requests **October 4-22, 2021**.
 - The Form for Match Week is due **April 13, 2020**.

II. Overview of the JOIN Jewish Organizing Fellowship and Empower Fellowship

The yearlong JOIN Jewish Organizing Fellowship, founded in 1998, recruits and trains excellent young community organizers, and builds pathways for organizing as a sustainable career path by creating communities grounded in Jewish heritage and social justice values. Our Fellowship alumni are incredibly talented and successful in their fields. The majority of them continue to work as organizers in the fight for social justice.

A central element of the program is the Fellows' jobs as organizers at local organizations that partner with JOIN. Typical partner organizations include unions, issue-based organizations, community development corporations, neighborhood organizations, and broad-based or interfaith organizations. The partner organizations are the official employers of JOIN Fellows, paying the Fellow's salary and offering high-quality supervision. Jobs are typically full-time, but occasionally part-time.

The Fellows—Jewish young professionals ages 21-30—gather for weekly training sessions designed to develop the skills of early career organizers. Fellows have access to JOIN's network of experienced organizers and community leaders as trainers and mentors. Additionally, Fellows receive mentorship from Fellowship alumni and staff.

Fellows' salaries are determined by placement organizations. **We ask that Placements pay their Fellow at least \$34,000.** There is no maximum salary; Fellows are typically paid \$34,000-\$45,000, reflecting the range in their prior work experience and organizations' resources. Fellows must also be provided with

health insurance and other benefits commensurate to other employees. For part-time positions, Fellows must organize at least 15 hours per week (in addition to being paid for their time in JOIN sessions, typically four hours per week, with Empower Fellows having one additional 2-3-hour session per month), and the Fellow's salary can be lower but should be proportional to the full-time minimum salary based on hours. The JOIN Fellow and the JOIN partner organization have a chance to discuss the exact salary together during the matching process.

We understand that many organizations that could benefit from our program may find the minimum salary a challenge. Please see section V for more information about funding opportunities through JOIN to support organizations in hiring Fellows.

Empower Fellowship: The Empower Fellowship is a track within the Jewish Organizing Fellowship for Jews who identify as people with disabilities, disabled, or differently-abled, and for their employers. Empower Fellows will be part of the Jewish Organizing Fellowship, engaging in all of the training, community, and mentorship that come with being a Jewish Organizing Fellow, along with additional trainings every 1-2 months focusing on connections between disability, organizing, and Judaism. In the application process, Empower Fellowship candidates go through the same rigorous process as all Jewish Organizing Fellowship candidates and submit additional materials to be accepted into this additional program.

Through the Empower Fellowship, we train powerful disabled organizers who can help drive forward social justice organizing in the disability justice movement, in the Jewish community, and in all of our social justice movements. Meanwhile, we support our partner organizations to become more accessible and aligned with disability movements. Accordingly, the Empower Fellowship includes many benefits for placement organizations, including funding, training on disability justice and best practices for supervising people with disabilities, and access to the full range of our talented candidates. Learn more about the Empower Fellowship in section VIII below.

Organizations will be accepted to interview our full group of Finalists, including Empower Finalists, based on this application. Organizations that have specific concerns about interviewing Empower Finalists may contact Kat Macias at applications@joinforjustice.org or 617-350-9994 x 107 to discuss these concerns. JOIN for Justice staff are available for consultation and support throughout the Fellowship year.

III. Matching Process

JOIN's goal is to match Placement organizations with strong Finalists who can contribute to the mission and organizing goals of each organization.

To match with a Fellow, first, organizations must fill out this application form by the deadline. Within 10 business days of the Placement deadline, you will be notified if your organization has been accepted as a Jewish Organizing Fellowship Placement. Once you are accepted as a Placement organization, you are eligible to interview our Finalists.

Before Match Week (August 30 - September 1, 2021), Placement organizations will receive resumes from all of the Finalists they will interview at Match Week.

During Match Week, interviewers from Placement organizations will receive a virtual training on implicit bias in an interview setting. Over the course of the three days, Placement organization staff members will have the opportunity to interview at least 3 Finalists.

Placement organizations and Finalists will have until October 1 to submit their final preference forms. Between Match Week (August 30 - September 1, 2021) and when final preference forms are due (October 1, 2021), we encourage Placements to have follow up interviews with candidates to better inform their final preferences. September 2021 has many Jewish Holidays, when some Finalists may not be available for interviews. We recommended the following dates for follow up interviews: September 9,10,13,14, 15, 17, 20, 23, 24, 27, and 30.

After the final preference forms have been submitted (October 1), **we require that organizations and Finalists cease direct communication.** Using these preferences, between October 4th -22nd, JOIN will facilitate matches between Placement organizations and Finalists. During this time period, JOIN staff will call Placement organizations to notify them if they have matched with a Fellow. We will confirm the Fellow, the funding offer (when applicable), and the Fellow's salary and benefits with the Placement organization. If the Placement organization wishes to proceed and hire a JOIN Fellow, *JOIN* will make an offer to the Finalist. The Finalists will have two (2) days to accept the job offer. After the offer is accepted or rejected, JOIN will notify the Placement organization and (if accepted) send letters of commitment to the Placement and their Fellow. Once we receive those signed commitments from all parties, direct communication can resume between the Placement organization and the Fellow.

For a summary of the key dates mentioned here, please return to the "Key Dates" list in the section I.

IV. Benefits of Partnering with JOIN for Justice

JOIN helps maximize the potential and buffer the risk of hiring someone early in their career by providing intensive professional training, a support network, and mentorship. Hiring a JOIN Fellow provides a way to add a new community organizer to your staff, or give existing staff free, in-depth organizing training and mentorship. In 2022, we are able to offer additional benefits to placement organizations, including training in accessibility and inclusion, funding for Empower Fellow placements, and limited need-based subsidies.

Benefit #1: Recruitment of Talented Organizers

By recruiting a pool of talented emerging organizers, the JOIN Fellowship adds value to your organization's next hire. JOIN attracts smart young leaders who are hungry for justice, both recent college graduates and more experienced recruits, with a particular emphasis on people who are looking to stay in the organizing field in the long run. Every year, approximately 70 applicants apply for one of 10-14 positions.

Applicants from across the country and around the world submit written materials and references and participate in two rounds of interviews with experienced organizers. By the time your organization

interviews JOIN applicants, only the top 18 or so candidates will have become Finalists. The considerable effort and staff time JOIN puts into recruitment and screening is work your organization does not have to do, allowing you to focus on other priorities.

Many organizations choose to hire their Fellows at the end of the JOIN year. If you decide to hire your Fellow full-time at the conclusion of the JOIN year, you will be responsible to pay JOIN a staffing placement fee of \$1,000. This fee recognizes the time and effort JOIN spent on recruiting a staff member for your organization. This fee is earmarked to provide future subsidies to support under-resourced organizations in hiring JOIN Fellows. (This fee does not apply to organizations that find their Fellows outside of JOIN's matching process, including when organizations apply for existing staff to be Fellows.)

Benefit #2: Training and Professional Development

JOIN's Organizing Fellows add value to their placement organizations by undergoing a year of focused training in community organizing and anti-oppression skills.

JOIN's training curriculum has been honed over two decades of implementation and evaluation, and it continues to evolve based on the changing needs of our partner organizations and Fellows. Fellows participate in interactive and practical trainings led by experienced organizers, centered on skills ranging from recruiting leaders and building power to facilitating meetings and raising funds. Trainings are designed to be relevant to a range of organizing settings, including unions, neighborhood organizations and Community Development Corporations, issue-based organizations, electoral campaigns, and interfaith or broad-based organizations. More information about our training curriculum is available upon request.

Additionally, JOIN provides our Fellows with regular, structured opportunities to reflect on their work and professional growth, to engage in peer coaching with other Fellows, and to seek mentorship from their peers and more experienced organizers.

The Jewish component of the Fellowship encourages Fellows to connect their social justice work to their heritage, traditions, spirituality, and community. Grounding the challenging work of organizing in a Jewish context helps Fellows to see the work as a sustainable career path, and to connect their work to a rich heritage of organizing for justice.

The Fellows are trained from 9:00 a.m. - 1:00 p.m. every Friday, except for once a month when they gather on Friday afternoons for training and a Shabbat observance instead. They also attend 3 4-day retreats, in January, April/May, and October. This allows Fellows to serve as full-time staff members at their placement organizations while gaining the training and community benefits of participating in the JOIN Fellowship. During July and December, individual mentorship is available but there is limited formal programming, allowing Fellows to commit nearly all of their working hours to their placements during those months.

Finally, through the new Empower Fellowship track, Fellows with disabilities will receive additional support to develop their leadership. Topics will include the Americans with Disabilities Act and reasonable accommodations, intersections of Judaism and disability, and adapting organizing best

practices to fit one's unique abilities. Empower Placements will also receive training and coaching about inclusion, accessibility, and best practices for employing people with disabilities.

Benefit #3: Network

Now in its twenty-second year, the Jewish Organizing Fellowship has a strong network of alumni who are experienced organizers and leaders in social justice organizations throughout Boston and beyond. Fellows can opt to be paired with an alum mentor, and Fellows can also use the alumni network as an informal source for professional advice and support. JOIN Fellows and alumni often find opportunities to make connections across organizations, uniting their constituencies and organizations in campaigns.

Benefit #4: Funding: See next section!

V. Funding Opportunities

For the 2022 Fellowship year, we have multiple funding opportunities to support organizations that would like to hire a JOIN Fellow but are limited by budgetary constraints.

The two funding opportunities are as follows:

- The Empower Fellowship is an initiative within the Jewish Organizing Fellowship designed to support Fellows with disabilities and their placement organizations. Placements that match with an Empower Finalist will receive \$3,500. See section VIII of this application for more information about the Empower Fellowship.
- We have funds available to provide \$1,000-\$3,000 need-based subsidies for a small number of organizations that hire a non-Empower Fellow.

Please note that the review processes for these two opportunities are separate. If you match with an Empower Fellow, you will automatically receive \$3,500, and will not be eligible for further funding. If you request a need-based subsidy, we will tell you whether you are receiving funding when offering a match with a particular Fellow. To apply for funding, please fill out the funding section of the placement application.

VI. Criteria for Eligibility

JOIN for Justice is seeking partner organizations that will provide excellent opportunities for the emerging organizers who participate in our Fellowship to gain experience in community organizing. These criteria were developed to ensure that organizations that partner with JOIN will provide a supportive and challenging working environment for their Fellow, and that JOIN's training curriculum will be relevant to their organizational needs.

To be eligible, organizations must demonstrate that they meet the following criteria:

- 1) The **supervisor** takes primary responsibility for the development of the Fellow as an organizer, including, but not limited to, weekly hour-long supervision meetings. The supervisor is available to participate in 2-3 JOIN events and to stay in communication with JOIN staff about their Fellow's progress.
- 2) The Fellow's work has a significant component of **recruitment, training, and developing of leaders**.
- 3) The Fellow plays a **key role in a project or campaign** the organization is undertaking.
- 4) The project or campaign the Fellow works on is something that builds towards a **measurable social justice goal**.

It is highly desired, although not required, for organizations to demonstrate the following criteria:

- 1) The **supervisor** of the JOIN Fellow has significant organizing experience and/or is currently an organizer.
- 2) There is a demonstrated **organizational commitment to organizing** as a method used for social change.

Organizations will be prioritized to participate in the Empower Fellowship based on the following criteria:

- Evidence of organizational commitment to disability justice, rights, or inclusion in internal practices and/or organizing campaigns, or evidence of commitment to learning in these areas
- Strength of supervision practices
- Strength of opportunities for Fellow to do rigorous, strategic organizing towards meaningful justice goals

VII. Frequently Asked Questions:

Q: I know JOIN is a year-long Fellowship, but I really want someone who will stay on longer. Is this possible?

A: Absolutely! More than half of JOIN Fellows stay on after the year-long Fellowship program is over. In fact, we recruit many individuals with the desire to see this as their first year of a job rather than a one-year commitment. Hiring a JOIN Fellow is a good way to invest in an emerging professional's first year at your organization. If you require someone who can make a commitment longer than one year, please let us know so we can help connect you with appropriate candidates, and then discuss this directly with candidates in the interview process.

Q: I have someone on my staff already who fits the profile of your Fellows, and who would benefit from being part of the program. Can they participate?

A: Yes! If your staff member is between 21-30, identifies as a Jew, and will be organizing at least 15 hours a week, they may be eligible. They must apply as a candidate by June 11, 2021, and be accepted as a Finalist. The person would need to complete the written application and interview process to be selected for the program but would not need to participate in Match Week. If this is your situation, please use the application for potential placements with a Fellow already on staff at joinforjustice.org/placement

Q: I'm nervous that I may not find someone who fits our organization's needs. What if I don't find someone I want to hire through the matching process? By submitting an application and participating in the matching process, am I required to take on a Fellow?

A: Not at all! Applying to partner with JOIN does not mean you are required to hire anyone who doesn't meet your organizational needs. Partner organizations only hire JOIN Fellows when they find the right fit – this may happen at the Match Week event, in the weeks immediately after it, or not at all. For more detailed information about the Matching Process, please read section III. If you are uncertain whether your organization has the financial resources to hire a Fellow or whether you will find the right person through our process, we encourage you to keep your options open by applying to partner with us.

Q: When do Fellows begin working?

A: The JOIN program year officially begins in early January at our opening retreat, and most Fellows will begin work in early January. However, many Fellows make arrangements with their placement organizations to start working earlier. If you apply in the regular application round, and require that someone begins before early January, please let us know so we can help connect you with appropriate candidates, and negotiate this directly with the Fellow you are planning to hire.

Q: How frequently will a JOIN Fellow be out of the office for training sessions?

A: JOIN Fellows meet from 9:00 a.m. – 1:00 p.m. on Fridays. Once a month, they meet from approximately 1:00 – 8:00 p.m. on Fridays instead, for both a training session and a Shabbat observance and potluck. Fellows also participate in a total of 3 training retreats that begin on Thursday and end on Sunday, in January, April/May, and October. Empower Fellows meet for 1 additional 2-3-hour training sessions every 1-2 months, sometimes on Friday afternoons and sometimes on other days.

VIII. Empower Fellowship

JOIN is offering the second year of the Empower Fellowship. This opportunity is a track within the Fellowship for Jews who identify as people with disabilities, disabled, or differently-abled, and for their employers. Empower Fellows will be part of the Jewish Organizing Fellowship, engaging in all of the training, community, and mentorship that come with being a Jewish Organizing Fellow. They will also participate in additional trainings to support their leadership as Jewish organizers with disabilities. We expect that Empower Fellows' placements may include organizations both within and beyond the disability community.

The Empower Fellowship is part of JOIN's commitment to support the leadership of Jews with marginalized identities, in recognition that systemic oppression keeps many of these individuals on the margins in Jewish communities and social justice movements. We know that our organizations and movements can only succeed if we build movements where everyone can thrive and contribute, and if we fight for liberation for all people. We look forward to partnering with placement organizations in this exciting initiative.

If you are accepted as a JOIN placement organization, you may be matched for interviews with both Empower and non-Empower Fellows. It is the Fellow's choice whether to disclose their Empower

status during the interview process; JOIN staff will share this information when confirming that you want to hire a particular Fellow.

What are the benefits to placement organizations of hiring an Empower Fellow?

- **Training and coaching about best practices for employing people with disabilities.** Empower placement supervisors will participate in 1 training at the beginning of the Fellowship, 1 mid-year gathering of Empower supervisors, and ongoing individual consulting as needed to learn about accessibility and inclusion, reasonable accommodations, and disability justice. This training will both help you have a positive experience working with your Fellow, including addressing any challenges that may arise, and deepen your capacity to employ people with disabilities long-term. These will be opportunities to learn about best practices for supervising people with disabilities, creating inclusive work environments, how disability justice relates to other justice issues, and related topics.
- **Access to talented, highly qualified candidates** who might otherwise face barriers to an organizing career. Only placements approved for the Empower Fellowship will be able to interview candidates from our full pool of talented young organizers.
- Additional **training and mentorship** for your Fellow, beyond the rigorous curriculum available to all Jewish Organizing Fellows. For example, Empower Fellows will explore individual adaptations to organizing practices based on their accessibility needs and strengths, and explore lessons from disability movement history that can be applied to their work at their placements. Fellows will also develop a rich understanding of inclusion and disability justice that can strengthen their work at any placement.
- **Funding.** In addition to all of the free training and individual support, JOIN will provide funding to support each Empower placement in hiring their Fellow and providing any needed accommodations. Each placement will receive \$3,500, with the possibility of an additional subsidy through our Subsidy Application. (As with all Jewish Organizing Fellows, employers must pay their Fellows a salary of at least \$34,000, for a full-time position, or proportionally less for a part-time position, and benefits including healthcare.)

What are the eligibility criteria for Empower Placements?

To become an Empower Placement, an organization must meet the criteria for all Jewish Organizing Fellowship Placements, as described earlier in this document. As part of the Empower Fellowship, placement supervisors must be able to participate in 1 day of training at the beginning of the Fellowship, a mid-year gathering for Empower supervisors, and open communication with JOIN staff as needed to work together in supporting their Fellow. Most importantly, Empower Placements should be interested in engaging in an ongoing collaborative learning process about reasonable accommodations, disability justice, and employing people with disabilities. Ultimately, organizations will be selected to be Empower Placements when and if they hire an Empower Fellow.

Our organization isn't totally accessible, or we don't have much experience employing people with disabilities. Can we still be an Empower Placement?

Yes! Empower Placements do not have to be experts at employing people with disabilities, or be fully accessible to people with all types of disabilities. Instead, we are looking for organizations that are eager to learn and collaborate to fully include their individual Fellow. In the matching process, we will work with each organization and potential Fellow to make strong matches based on each Fellow's abilities and the requirements of each job.

What does JOIN mean by "disability"?

We understand "disability" broadly. It can include, but is not limited to, the following experiences:

- Physical disability or mobility impairment
- Mental health, psychiatric, or psychosocial disability
- Learning disability
- Sensory disability, such as blind, low-vision, Deaf, hard of hearing, or DeafBlind
- Chronic illness
- Neurological or cognitive disability
- Intellectual or developmental disability

How are Empower Fellows selected?

Empower Fellows will go through the same rigorous selection process (including application, phone interview, and video interview) and meet the same criteria as all Jewish Organizing Fellows. We are looking for talented emerging organizers who have an interest in exploring the connections between their organizing work and their Jewish and disability identities.

How will the hiring process work?

Empower Fellowship candidates will be fully integrated into the Jewish Organizing Fellowship hiring process, so that employers have the opportunity to meet a variety of candidates who could be a good fit for their organization. As always, we will strive to introduce each organization to candidates who might be a good fit. To facilitate that, before we match you with any of our candidates, we will ask each organization for detailed information about qualities, skills, and abilities they require. For example, we may collect information about whether your office is wheelchair accessible, what languages your organizer would need to speak, and how much schedule flexibility you can offer. At the same time, we will ask candidates about their skills and abilities. Then, we will do our best to match you with candidates to interview who may be a good fit. Throughout the process, JOIN staff members are available for individual conversations with both organizations and Fellowship candidates, in order to develop a nuanced understanding of your needs and work together towards the best possible match. We will also support organizations in considering what accommodations might be possible within their work, and in preparing to interview candidates with disabilities. As with all Jewish Organizing Fellowship placements, there is no commitment to hire a Fellow until and unless you agree to make an offer to a specific candidate.

It is each candidate's choice whether to disclose their disability during the interview process. JOIN staff will share this information when confirming that you want to hire a particular Fellow.

How can my organization apply to be an Empower Fellowship Placement?

If you've read this far, you're almost there! Please complete the JOIN Fellowship Placement application which can be found [here online](https://joinforjustice.org/placement) at joinforjustice.org/placement. There is no separate application for the Empower Fellowship.

When will my organization find out if we are selected to be an Empower Fellowship Placement?

If you are selected as a Jewish Organizing Fellowship placement, you will have the opportunity to interview candidates between August 30th and September 1st during Match Week. Placement organizations will have the opportunity to interview several Fellowship candidates, most likely both Empower and non-Empower candidates. Those organizations that ultimately hire an Empower Fellow will become Empower placements. Placements that do not match with an Empower Fellow but hire another Jewish Organizing Fellow will still gain all the usual benefits of the Jewish Organizing Fellowship, and will be invited to a training for supervisors about disability justice and best practices for employing people with disabilities.

I have questions or concerns about the Empower Fellowship or the placement application and matching process, or I'm not sure if this is a good fit for my organization.

Please contact Kat Macias at applications@joinforjustice.org. We want to work with you and figure it out together. We are very happy to answer your questions and discuss how and whether this opportunity can be a good fit for your organization.

Empower Fellowship supported by:

