

Jews of Color Organizing Fellowship 2023 Information to be a Placement Organization

*(for organizations with a potential Fellow **already on staff**)*

This document covers the details of being a JOIN for Justice Placement Organization for the Jews of Color Organizing Fellowship (JOC Organizing Fellowship). It includes background information on the JOC Organizing Fellowship and details about Placement Organization benefits and responsibilities.

This document is for organizations who have a **potential Fellow currently on staff**. *If you are interested in going through the Matching Process to hire a new organizer, please visit [here](#) for the appropriate details and application.*

If you have any questions about the application or about the JOC Organizing 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 Jews of Color Organizing Fellows in organizing roles for 2023-2024. Partner Organizations (also called Placement Organizations) greatly benefit from being part of a national network of justice organizations, providing a year of free professional development for their staff, which also fosters a supportive network of Jews of Color (JOCs) for their Fellow.

Applications are due November 4th, 2022.

Key Dates:

- Applications are due **November 4, 2022.**
- Notification of acceptance by **January 6, 2023.**

This document is for organizations who have a **potential Fellow currently on staff.** *If you are interested in going through JOIN's matching process to hire a new organizer, please [visit the website](#) for the appropriate details and application.*

II. Overview of the Jews of Color Organizing Fellowship

Since 1998, JOIN for Justice has recruited, trained, and sustained community organizers through year-long organizing fellowships that train them in organizing, as well as help them ground in their Jewish tradition and values that sustain them. JOIN 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. After years of development, JOIN for Justice is directing this training and support to develop Jews of Color as powerful organizers in a national cohort with city hubs in New York City, Chicago, and the San Francisco Bay area.

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

The JOC Organizing Fellowship is designed as an intergenerational cohort of Jews of Color who gather for regular training sessions designed to develop the skills as 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. **There are no specific salary requirements applying with their potential Fellow already on staff.** For organizations who find their Fellow through the Matching Process, we ask that Placements pay their Fellow a living wage and advise organizations to use this MIT research at livingwage.mit.edu as a guide. For part-time positions, salary

may be proportional to full-time living wage with Fellows employed for a recommended minimum of 20 hours a week (inclusive of their time participating in Fellowship training, retreats, and activities).

Fellows must also be provided benefits commensurate to other employees such as health insurance. At organizations that do not provide health insurance, the organizations must provide a healthcare stipend to cover the cost of health insurance premiums for the year. The Fellow and the Placement Organization have a chance to discuss the exact salary together during the matching process.

III. Benefits of Partnering with JOIN for Justice

There are numerous advantages for a Placement Organization to partner with JOIN to support their organizer who identifies as a Jew of Color. First of all, the Fellowship will maximize the potential and retention of your staff member by offering a free year-long professional development program. Our curriculum on organizing has been taught on national and local platforms for decades, and has helped shape the field of Jewish organizing. Fellows will receive intensive professional training, a support network, and mentorship. The Fellowship provides a way to give existing staff free, in-depth organizing training and mentorship.

Benefit #1: Training and Professional Development

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.

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 Jews of Color focus of the Fellowship encourages Fellows to connect their social justice work to their identity, spiritual lineage, 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 tradition of organizing for justice.

JOC Organizing Fellows meet from roughly 9am-11am PT/ 11-1pm CT/ Noon-2pm ET on three Fridays a month on Zoom. Once a month, they meet from approximately 1:00 – 8:00 p.m local time on Fridays, for both a training session and a Shabbat observance. Fellows also participate in a total of 3 training retreats that begin on Thursday and end on Sunday, in May 2023, October 2023, and April 2024. Additionally Fellows meet once a month with a mentor - this is scheduled between the Fellow and Mentor. 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 JOC Organizing Fellowship.

Benefit #2: JOC & Organizing Network

JOIN for Justice has run organizing fellowships for over twenty years. Your Fellow will be part of a strong network of alumni who are experienced organizers and leaders in social justice organizations across the US. Fellows are also paired with a mentor and can also use the alumni network as an informal source for professional advice and support. Fellows and alumni often find opportunities to make connections across organizations, uniting their constituencies and organizations in campaigns.

In addition, your Fellow will be supported by a cohort of up to 18 other Jews of Color, fostering community, affinity space, and support to show up fully in a JOC-only space. Some of the curriculum will be specific to supporting topics specific to the needs of a JOC cohort.

V. Criteria for Eligibility

JOIN for Justice is seeking Partner Organizations that will provide excellent opportunities for the 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 3 JOIN retreats with their cohort 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 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 and/or racial justice goal**.
- 5) Evidence of organizational internal and external commitments to **racial justice** and equity practices, and/or organizing campaigns, or evidence of commitment to learning in these areas.

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

- 1) The **supervisor or mentor on staff** 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.

VI. Frequently Asked Questions:

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 identifies as a Jew of Color and will be organizing at least 20 hours a week, they may be eligible. They must apply as a candidate by the deadline, and be accepted as a Finalist. The person would need to complete the 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 download the application for potential Placements with a Fellow already on staff [here](#).

Q: What does it cost to participate in the JOC Organizing Fellowship?

A: The Fellowship is free! Any programming including trainings, group activities, and mentorship as well as travel, lodging, and food associated with retreats are all included. The only cost is the Fellows time - a Fellows time spent participating in the Fellowship should be counted by their employer as work time.

Q: How frequently will a JOC Organizing Fellow be in training sessions?

A: JOIN Fellows meet from roughly 9am-11am PT/ 11am-1pm CT/ Noon-2pm ET on three Fridays a month. Once a month, they meet from approximately 1pm – 8pm local time on Fridays, for both a training session and a Shabbat observance. Fellows also participate in a total of 3 training retreats that begin on Thursday and end on Sunday, in May 2023, October 2023, and April 2024. Additionally Fellows meet once a month with a mentor - this is scheduled between the Fellow and Mentor.

Thank you for considering becoming a Jew of Color Organizing Fellowship Placement Organization!