

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

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

This document is for organizations interested in going through the Matching Process to **hire a new organizer**. *If you already have a staff member you hope will be part of the Jews of Color Fellowship, 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 January 20th, 2023

Key Dates:

- Applications are due **January 20th, 2023**.
- Notification of acceptance by **February 3, 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. For organizations who find their Fellow through JOIN's 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. There is no maximum salary. 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 salaries range widely and should reflect their prior work experience and

organizations' resources. The JOC Organizing Fellow and the Placement Organization have a chance to discuss the exact salary together during the matching process.

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 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 salary requirements challenging. Please see below for more information about needs-based funding opportunities through JOIN to support organizations in hiring Fellows.

III. Matching Process

The Matching Process for the JOC Organizing Fellowship is a supportive hiring process with tailored recruitment for each position. JOIN's goal is to match Placement Organizations with strong Finalists who can contribute to the mission and organizing goals of each organization. *Applying to Placement Organization & acceptance into the Matching Process does not mean you are required to hire anyone.*

Through the JOC Fellowship Matching Process, Placement Organizations will have the opportunity to speak with a JOIN staff and share more about what they are looking for in a hire. JOIN staff will then arrange for the Placement Organization to review resumes and interview applicants that JOIN for Justice thinks may be a good fit for the role. We ask that each applicant we send receive at least one interview as a resume cannot always capture a candidate.

Once a Placement Organization has found a candidate they would like to extend an offer to they will first reach out to JOIN Staff to coordinate the offer.

Once the offer has been accepted, the final letter of hire must be sent to JOIN for Justice and both Placement and Applicant will sign an MOU confirming their role in the Fellowship. JOIN staff will reach out to the Fellow and Placement Organizations with more details as the Fellowship launch nears.

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. Hiring a Fellow provides a way to add a new community organizer to your staff, or give existing staff free, in-depth organizing training and mentorship.

Benefit #1: Recruitment of Talented Organizers

By recruiting a pool of talented emerging organizers, the JOC Organizing Fellowship adds value to your organization's next hire. JOIN attracts smart JOC leaders who are eager to work for justice. Our applicants span the age range including recent college graduates and those with many years of professional experience, with a particular emphasis on people who are looking to stay in the organizing field in the long run.

Applicants submit written materials and references and participate in interviews with experienced organizers before they even meet potential Placements. By the time your organization interviews applicants, only the top 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.

Benefit #2: 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 May 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 #3: 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.

Benefit #4: Funding: See next section!

IV. Funding Opportunities

For the 2023-2024 Fellowship year, we have funding to support organizations that would like to hire a JOC Organizing Fellow but are limited by budgetary constraints. We have funds available to provide needs-based subsidies for Placement Organizations ranging from \$1000-\$10,000 per Fellow. To apply for funding, please fill out the funding section of the Placement application.

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

A: Absolutely! More than half of the Fellows through our Boston-based Fellowship have stayed on after the year-long Fellowship program is over and we anticipate this to be the same for the Jews of Color Organizing Fellowship. 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 Fellow is a good way to invest in a 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 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 at [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: 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 program year officially begins in early May 2023 at our opening retreat, and most Fellows will begin work in early May. However, many Fellows make arrangements with their Placement Organizations to start working earlier. If you apply and require that someone begins before early May, 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 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 May 2024. Additionally Fellows meet once a month with a mentor - this is scheduled between the Fellow and Mentor.

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