ACLS Leading Edge Fellowship

Position Title: Planning and Evaluation Associate, Equity and Inclusion
Organization: American Friends Service Committee (AFSC)
Location: Philadelphia, PA
Stipend: $62,500 in the first year, $65,000 in the second year, plus health insurance and professional development funding
Start Date: September 2022

ORGANIZATION DESCRIPTION

The AFSC (https://www.afsc.org/) promotes a world free of violence, inequality and oppression. The office of Diversity, Equity and Inclusion (DEI) leads the work of diversity, equity and inclusion across AFSC, from internal planning and education to ensuring that DEI principles guide our external engagement and programming. The office of DEI develops proactive and responsive practices, strategies and programming to support AFSC’s work toward being a more equitable organization. The office seeks to ensure a truly inclusive workplace and to ensure that its principles are reflected in the programs we carry out, the relationships we build and the partnerships we develop and engage.

POSITION DESCRIPTION

AFSC is committed to continued and sincere self-reflection, especially as it relates to our values of inclusivity and anti-oppression. We recognize that while many nonprofits have admirable goals of equity and inclusion, too often these stated values don’t result in safe and equitable workplaces, or positive outcomes for marginalized communities. As an organization committed to social justice and to the end of violence and oppression, it is essential that we center the voices of the marginalized, and that we engage in honest and robust evaluation of our culture and work from a DEI lens. AFSC is currently exploring new ways of structuring some of our work, calling for us to be especially cognizant of how we develop our plans to ensure equity and inclusion.

The Planning and Evaluation Associate, Equity and Inclusion will report to our Senior Director of DEI, and work with our DEI office, the Office of Planning and Evaluation and select program staff to support program design and implementation in accordance with the equity and anti-oppression commitments in AFSC’s Strategic Plan (including gender, racial and climate justice; issues related to migration, and more). Using both quantitative and qualitative research and skills in program monitoring and evaluation, the Associate will support the development of both short and long-term evaluation systems from a DEI lens, helping AFSC to measure the real-world impact of its programs on marginalized communities across 17 countries. The Associate will gain hands-on experience working in a global social justice organization, putting their academic and research background to use with real-world outcomes that challenge root causes of oppression.

In the first phase of their appointment, the Associate will research and analyze efforts at implementing the Strategic Plan through evolving organizational structure. Working with the Senior Director and the office of planning and evaluation, they will then support the co-design and pre-implementation of new organizational frameworks. Through data collection, comparative analysis, and desk research, the Associate will develop an analysis of the specific impacts of the evolving structure on program success and organizational equity. To culminate this phase, the Associate will translate their findings into a collaboratively developed horizon plan, which will support organizational planning through the next several years.

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In the second phase, the Associate will work with the office of DEI and office of planning and evaluation to research, analyze and plan to support the full implementation of the Strategic Plan. Through research, analysis and direct engagement, the Fellow will have the opportunity to craft additional organization-wide plans, begin to see them through and evaluate their progress; and will have opportunities to co-present their work to a variety of internal and external stakeholders. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- Conduct background research of relevant studies for implementing organizational change.
- Collect data, provide comparative analysis on organizational structure impact on organization effectiveness.
- Become familiar with AFSC’s Strategic Plan and work with the office Planning and Evaluation to support implementation of AFSC’s Strategic plan, including working on organizational horizon planning.
- Assist in research efforts that will be used to help AFSC serve marginalized communities.
- Support the office of DEI in the development of training programs, best practices, affinity groups and other plans as determined by the office.
- Support the office in advancing and implementing the recommendations made as a result of the ongoing audit of the organization from a DEI lens.
- Support the office in the creation of long-term plans for organizational work on DEI.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields in our FAQ;
- Strong research, writing, and communication skills. Strong data organizing skills (Excel, etc.);
- Demonstrated history in work focusing on diversity, equity and inclusion; and a strong commitment to ending oppression, including white supremacy and racism, sexism and misogyny, homophobia, and all other forms of oppression;
- Comfort with working independently, seeking support as needed and willingness to work in a highly consultative style with immediate colleagues and other AFSC staff;
- Good judgment, exceptional boundaries, imagination, initiative, discretion and sensitivity;
- A commitment to self-care and communication about one’s needs, feelings and perspective while also respecting the needs, perspective and boundaries of others;
- Flexibility: not flexibility to work beyond what is reasonable, but rather to be adaptable to project changes in light of evolving staff needs, the realities of the COVID-19 pandemic, and the news cycle;
- Exceptional integrity and compassion with a demonstrated ability to work and communicate with diverse staff.

Preferred:
- Fluency in languages other than English.

APPLICATIONS

- Information on the Leading Edge Fellowship Program: [https://www.acls.org/competitions/acls-leading-edge-fellowships/](https://www.acls.org/competitions/acls-leading-edge-fellowships/)
- All applications must be submitted through the ACLS Online Fellowship Application System (ofa.acls.org)
- Application deadline: March 28, 2022 9pm EDT

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