



ACLS Leading Edge Fellowship

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| Position Title: | Research Manager |
| Organization: | Asian Americans Advancing Justice AAJC |
| Location: | Washington D.C. OR Remote |
| Stipend: | \$66,000 in year one, \$70,000 in year two, plus health insurance, \$3,500 per year in professional development funding, and up to \$5,000 for relocation costs |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

[Asian Americans Advancing Justice | AAJC](#), founded in 1991 and based in Washington, DC, works to advance the human and civil rights of Asian Americans and build and promote a fair and equitable society for all. To achieve our mission, we engage in policy advocacy, research, public education, community capacity building and mobilization, and litigation strategies. Thus, we advance public policies that enable Asian Americans and other vulnerable communities to reach their full potential and address unfair and discriminatory structures that systematically deny these same communities their civil and human rights.

POSITION DESCRIPTION

Advancing Justice | AAJC seeks a Research Manager to contribute their scholarly training to our research team, which supports the organization's Policy and Programs Department through rigorous, fact-based research. In addition to providing general and responsive research support, the Research Manager will design and carry out projects that address the unique issues facing the Asian American community. Possible research topics include (but are not limited to) the census, voting rights, anti-Asian hate, affirmative action, technology/telecommunications, immigration, anti-racial profiling, or education. The Research Manager will report to the Assistant Director of Research.

The Manager will research and write community and policy-specific research products. These could include (but are not limited to) voter surveys, demographic reports, and issue briefs. Through these projects, they will promote a better understanding of Asian American communities by producing accessible written products, bringing the latest quantitative and qualitative research on Asian Americans to community, policymaker, and general audiences. They will use stories and craft compelling narratives that increase the visibility and understanding of Asian Americans as an integral part of the fabric of America. Furthermore, by forging and maintaining excellent relationships with legal, advocacy, and community groups in the civil rights and Asian American communities, the fellow will maximize our ability to produce original, in-depth research aimed at advancing solutions to the most pressing racial and social justice issues. Stakeholders across the nation utilize this research, allowing individuals and organizations to better respond to and serve our communities.

The Research Manager will simultaneously gain project management skills by overseeing these different projects, from planning and implementation to publication and debriefing. They will craft detailed and organized project plans and communicate deadlines and deliverables to internal and external stakeholders, including outside consultants. They will assist the Communications team with marketing final products, such as crafting talking points, writing op-eds, or drafting press releases. The Manager will be encouraged to think boldly and creatively about how to share the results of research most meaningfully, including holding webinars or in-person convenings to publicize their work.

This position is *only* available through the Leading Edge Fellowship program.
You may *not* contact the host institution to inquire about this position.

This is an exciting opportunity for a Research Manager to join an organization with growing research needs and potential for innovative interdisciplinary approaches to leveraging research in advocacy. They will serve as a thought partner to the Assistant Director of Research to craft research priorities for the organization. The Research Manager will develop and implement scholarship-activism projects that address the organization's research needs while drawing on the fellow's own areas of expertise. At Advancing Justice | AAJC, the fellow will apply their academic training to the most pressing social justice issues of our time, and advance the state of the field while simultaneously making dense, academic debates accessible and relevant to wider audiences. And they will share the knowledge they've gained while advancing the civil rights of Asian Americans with the scholarly community, de-centering the academy as the locus of knowledge and helping to democratize access to information. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and Tasks:

- Provide general research support to Advancing Justice | AAJC's Research team on timely topics, including anti-Asian hate, education, immigration, voting rights, etc.
- Research and write policy-specific research products such as voter surveys, demographic reports, and issue briefs.
- Manage and oversee projects from planning to publication.
- Build and maintain excellent relationships with partner legal, advocacy, and community groups.
- Contribute to community education materials; provide technical assistance to community-based organizations nationwide and identify areas for potential joint efforts with state and local partners.
- Produce external-facing research products including reports, issue briefs, congressional testimony, agency comments, legal briefs, blog posts, talking points, press releases, and other research deliverables as requested by the Assistant Director of Research.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- Strong research, analysis, and writing skills, including proficiency in quantitative research and use of necessary tools/platforms.
- Background or interest in one or more of Advancing Justice | AAJC's key issue areas: the census, voting rights, anti-Asian hate, affirmative action, technology/telecommunications, immigration, anti-racial profiling, or education
- Experience researching and writing for public audiences.
- Project management experience.

Preferred:

- Skill with conducting in-person, online, or phone interviews and surveys and expertise in reading and interpreting cross tabs and polling results.
- Academic background in Ethnic Studies, Asian American Studies, History, or Anthropology.

APPLICATIONS

- Information on the Leading Edge Fellowship Program: <https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships>
- All applications must be submitted through the ACLS Online Fellowship Application System (ofa.acls.org).
- Application deadline: 9:00pm EDT, March 15th, 2023.

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ACLS Leading Edge Fellowship

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|------------------------|---|
| Position Title: | Planning and Evaluation Specialist |
| Organization: | American Friends Service Committee |
| Location: | Remote |
| Stipend: | \$66,000 in year one, \$70,000 in year two, plus health insurance, and \$3,500 per year in professional development funding |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

The American Friends Service Committee promotes a world free of violence, inequality and oppression. The office of Organizational Equity, Inclusion and Culture leads the work of diversity, equity and inclusion and culture growth across AFSC, from internal planning, education and culture management to ensuring that DEI principles guide our external engagement and programming. The office of Organizational Equity, Inclusion and Culture 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. The office will be a central partner of the organization's new Global Cohesion Division, which seeks to create even deeper global collaboration across the AFSC.

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 non-profits have admirable goals of equity, inclusion and healthy culture, 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 and implement our plans.

The Leading Edge Fellow (Fellow) will work with our Office of Organizational Equity, Inclusion and Culture, which works to support AFSC's internal culture and external practices in becoming more equitable, inclusive, and in alignment with AFSC's commitment to anti-oppression principles. The Fellow will support implementation of office initiatives developed as a result of the 2022 Equity, Inclusion and Culture Audit and in accordance with the equity and anti-oppression commitments in [AFSC's 2020-2030 Strategic Plan](#). Using both research and skills in project development and program planning, the Fellow will support the implementation of short and long-term projects to facilitate a healthier culture within AFSC and improve its engagement with the communities in which AFSC works. The Fellow will report to the Chief Equity, Inclusion and Culture Officer as a valued member of the Office of Organizational Equity, Inclusion and Culture, and will coordinate closely with other partners working with the Global Cohesion Division as well as program staff. The Fellow will gain hands-on experience working in a global organization, putting their academic and research background to use with real-world outcomes that challenge root causes of oppression. They will put to practice their strong focus on research, evaluation, and analysis to support programs that work directly with our communities.

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The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and Tasks:

Phase 1, September 2023 – March 2024:

Support efforts at implementing OOEIC recommendations supporting the Strategic Plan through evolving organizational structure. These may include, but are not limited to:

- Researching and helping to build a reparations framework for the organization;
- Researching and helping to build frameworks for the organization focusing on gender justice, disability justice, and inclusion of marginalized faith communities;
- Supporting the development of an organization-wide Equity Commitments Hub;
- To culminate this phase, the Fellow may develop a comparative study of possible frameworks for the organization to pursue. Working with the Chief Equity, Inclusion and Culture Officer and its partners, they will then support the co-design and pre-implementation of new organizational frameworks.

Phase 2, March 2024 – August 2025:

- Research, analyze and plan in order to support the full implementation of the recommendations and Strategic Plan;
- Through research, analysis and direct engagement, the Fellow will help to craft organization-wide vision plans and structures focusing on racial, gender, economic and social justice; and will have opportunities to co-present on this work to a variety of stakeholders.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- Demonstrated experience in and commitment to understanding diversity, equity and inclusion (through study and/or extracurricular pursuits and lived experience)
- Exceptional understanding of and commitment to intersectionality.
- Understanding of issues related to racial, gender, social and economic justice.
- Deep commitment to anti-oppression, and a commitment to the mission of the AFSC.
- Excellent research, evaluation, writing and critical thinking skills and extraordinary discretion.
- An understanding of and willingness to engage positively AFSC's positions on matters of public concern, such as abolition.

Preferred:

- People from marginalized communities especially urged to apply.
- Scholarship in areas such as Critical Race Theory, history, civil rights, sociology, gender studies, international relations, Africana Studies, Indigenous studies, or other fields related to named projects.

APPLICATIONS

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ACLS Leading Edge Fellowship

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|------------------------|---|
| Position Title: | Narrative Strategy Specialist |
| Organization: | Children's Defense Fund |
| Location: | Washington, DC (In person/hybrid) |
| Stipend: | \$66,000 in year one, \$70,000 in year two, plus health insurance, \$3,500 per year in professional development funding, and up to \$5,000 for relocation costs |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

The [Children's Defense Fund](#) (CDF) envisions a nation where marginalized children flourish, leaders prioritize their well-being and communities wield the power to ensure they thrive. We serve and advocate for the largest, most diverse generation in America: the 74 million children and youth under the age of 18 and 30 million young adults under the age of 25, with particular attention to those living in poverty and communities of color. CDF partners with policymakers, aligned organizations and funders in this service. The Children's Defense Fund is the only national, multi-issue advocacy organization working at the intersection of child well-being and racial justice by wielding the moral authority of programmatic proximity and community organizing to inform public policy.

POSITION DESCRIPTION

CDF seeks a Narrative Strategy Specialist to support CDF's research and strategic communications efforts to elevate a new narrative framework for child well-being. CDF is dedicated to winning the battle of narratives and ideas in the public sphere to prioritize child well-being and advance a universal understanding that it is a community responsibility to see that children thrive. To this end, CDF will reexamine what child well-being is, what it looks like for a child to thrive, and how to advance this theory into practice. This exploration will contribute a new dimension to our understanding of child well-being by incorporating the perspectives of children, youth, parents, and caregivers on what makes children and youth thrive and what creates obstacles to thriving. CDF will launch a research project to create a new scaffold of language, messages, metaphors, and stories that consistently counter antithetical narratives and advance CDF's new framework for child well-being. This role is ideal for experts in a number of social science and humanities areas, but particularly for those with a background in narrative change, racial equity and justice, and/or communications and media studies. The success of the Narrative Strategy Fellow will prepare them well for a career in communications management and in the burgeoning field of social-impact communications. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and Tasks:

- The Narrative Strategy Specialist will map the way forward for narrative change by:
 - Identifying key audiences to influence.
 - Aggregating and conducting research on currently dominant narratives.
 - Translating academic research into messages that can help the public and policymakers think differently about child well-being and develop more responsive policies.
 - Testing and validating messages that activate new frames for thinking about child well-being; collecting and banking stories of lived experience, with careful attention to storytelling ethics.
 - Building a strategy that makes best use of the findings.

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- Working with the CDF Public Affairs team to implement the strategy across the organization and in cooperation with like-minded partners.
- The Specialist will collaborate with leaders across the organization: CDF Freedom School staff, the Movement Building and Leadership Development and Organizing teams, and Policy experts. Success will be defined by the quality and effectiveness of the strategy and its potential to influence thinking across diverse audiences.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- Deep and demonstrated commitment to racial justice.
- Facility with storytelling and narrative analysis.
- Project management experience.
- Community engagement experience.

APPLICATIONS

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ACLS Leading Edge Fellowship

| | |
|------------------------|--|
| Position Title: | Research and Policy Analyst |
| Organization: | Campaign for Southern Equality |
| Location: | Remote |
| Stipend: | \$66,000 per year in year one, \$70,000 in year two, plus health insurance, \$3,500 per year in professional development funding |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

The [Southern Equality Research and Policy Center](#) (SERPC) at the Campaign for Southern Equality conducts independent research and recommends interventions to promote the legal and lived equality of LGBTQ people in the Southeastern United States. The SERPC is committed to promoting fact-based awareness and developing data-driven institutional and policy interventions to promote the health, equity, and well-being of LGBTQ people in the region. Since 2018, Campaign for Southern Equality has led the region in data collection focused on LGBTQ life. CSE's Southern Equality Research and Policy Center houses an interdisciplinary team that includes sociologists, political scientists, and public health specialists who are dedicated to conducting rigorous, community-based research on the LGBTQ experience throughout the region. Our research is made publicly available through the publication and dissemination of public research reports, white papers, peer-reviewed journal articles and book chapters, and other summaries to stakeholders throughout the region including policy makers, service providers, and community leaders. We are committed to making our research accessible by sharing our findings with the community through social media, community-based events, and other platforms.

POSITION DESCRIPTION

Campaign for Southern Equality seeks a Research and Policy Analyst to join a small team of community-engaged researchers in the Southern Equality Research & Policy Center. Since 2018, our staff has conducted original data collection projects to better understand the needs and experiences of LGBTQ Southerners. The Director of the Southern Equality Research and Policy Center would ask the Research and Policy Analyst to co-develop, coordinate, lead, and conduct research as needed to meet our goals. The Research and Policy Analyst would join our efforts to promote data-driven institutional and policy interventions to promote the health and well-being of LGBTQ people across the region. The Research and Policy Analyst will report directly to the Director of the Southern Equality Research and Policy Center and will collaborate with members of the broader CSE team on ongoing and new projects.

The Research and Policy Analyst will fill a vital role in the infrastructure of the Southern Equality Research and Policy Center, lending their skills and expertise to existing projects as well as proposing and spearheading new research initiatives related to LGBTQ law and policy in the region. The Research and Policy Analyst will be asked to critically synthesize existing research on LGBTQ people in the region for members of the team. The Research and Policy Analyst will use descriptive statistics and qualitative data to strategically advance our goals of advocating for LGBTQ Southerners. The Research and Policy Analyst may be asked to coauthor advocacy materials, reports, research papers, and grant applications to advance the mission of the Southern Equality Research and Policy Center.

The Southeast is home to some of the most aggressive anti-LGBTQ politics in the country, and the Analyst would contribute to evidence-based efforts at disputing misinformation that results in negative and stigmatizing laws and policies. The Analyst would help build the Southern Equality Research and

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Policy Center's relationships with data scientists and other researchers in community organizations, educational institutions, and other service agencies throughout the region. The Analyst would serve as a point of contact for the Center's relationships with these researchers, identifying overlapping goals and needs, and organizing our coalition of data-driven LGBTQ advocacy in the South.

This role would prepare a fellow for positions in human services, public policy and social problems research; advocacy and non-profit administration; organizational management; development and community engagement; academic and/or institutional research. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and Tasks:

- Maintain a positive working relationship with CSE team members, collaborators, community partners, and program participants.
- Research project development, leadership, and collaboration to advance CSE's goals.
- Critically analyze existing research and public policy; quantitatively analyze original and secondary data.
- Critical interpretation and written reporting of research findings for a diverse audience.
- Develop and assist on research report(s) based on in-house data that are focused on the impact of anti-LGBTQ policy in the United States Southeast.
- Develop and assist on peer-reviewed publication(s) based on in-house data that are focused on LGBTQ experience and outcomes in the United States Southeast.
- Develop and assist on in-house data collection projects aimed at improving the lived and legal experiences of LGBTQ people in the United States Southeast.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- An interest in LGBTQ research and policy in the US Southeast.
- Excellent research, writing, and communication skills.
- Project management experience and strong leadership skills.
- Minimum proficiency in Google Sheets/Excel for data cleaning, analysis, reporting, and visualization, or willingness to learn.
- Willingness to explore new methodologies in collaboration with CSE colleagues.

APPLICATIONS

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ACLS Leading Edge Fellowship

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|------------------------|---|
| Position Title: | Learning and Impact Manager |
| Organization: | The Center for Cultural Power |
| Location: | Remote |
| Stipend: | \$66,000 in year one, \$70,000 in year two, plus health insurance, and \$3,500 per year in professional development funding |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

The [Center for Cultural Power \(Cultural Power\)](#) is an artist and women of color led organization that supports BIPOC Artist Disruptors as powerful agents of social change dedicated to transformational creative practice and to dismantling systems of oppression. Artist Disruptors can accelerate shifts in worldview from domination and extraction to interdependence and collaboration. Our staff and board model the population we serve.

POSITION DESCRIPTION

Cultural Power seeks a Learning and Impact Manager to join the Learning and Impact team (part of the Development team). Over the past three years, the Learning and Impact team has designed an evaluation framework and conducted pilot evaluations of programs that build power with BIPOC artists, and engage artists and social movement groups in narrative strategy on issues of civic engagement, migration, climate, gender, and racial justice. The Learning and Impact Manager will carry forward this work by co-creating, implementing and iterating culturally responsive evaluation protocols and tools across our organization while building and nurturing collaborative, value-aligned relationships with different program and operations departments. While this position reports to the Chief Development Officer and the Learning and Impact Strategist, this position will work collaboratively with Cultural Power programmatic staff, as well as our Learning and Impact advisors and consultants.

As part of a collaborative team, the Learning and Impact Manager will play a key role in growing the in-house Learning & Impact function at Cultural Power by leading evaluation design, data collection and management, analysis, and report writing for two pilot evaluations each year. As an embedded evaluator, the Learning and Impact Manager will gain a deep understanding of our work with BIPOC artists, culture bearers, and social movement groups, and identify the “key levers of change” that can increase our impact. This position will also communicate findings that help the field understand how cultural and narrative strategy, centered on BIPOC artists, can shift worldviews. The Learning and Impact Manager will expand and deepen our partnerships with academic institutions and research centers at the intersections of activism, the arts, and cultural and narrative strategy evaluation.

Building and refining a culturally responsive evaluation toolkit and collecting data that centers BIPOC artists and impacted communities cultivates trust and collective care in social justice movements, and gives us a more nuanced and informed picture of how we can shift narratives and culture. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

This position is *only* available through the Leading Edge Fellowship program.
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Responsibilities and Tasks:

- Lead data collection, analysis, and report writing for two pilot evaluations each year in the Artist Leadership and Intersectional Storytelling departments.
- Collect and analyze data on partnerships with movement groups on building narratives that inspire and activate audiences.
- Manage qualitative and quantitative databases and the Impact Library.
- Manage the production of semiannual impact reports in coordination with staff Salesforce leads to provide summaries of our impact for internal and external audiences.
- Work with the Learning & Impact, Development and Communications teams to create visual summaries of digital engagement analytics and findings from audience impact studies.
- Help Cultural Power gain deeper insight into the “key levers of change” that increase our impact and inform how we iterate our programs.
- Expand our data infrastructure to support scaling of our learning function.
- Strengthen relationships with evaluation staff across teams, helping us celebrate wins and share learnings and impact stories with leadership, staff and the field.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- Ability to support the management of large projects by demonstrating initiative, receptivity to feedback and strong follow through.
- Strong writing/storytelling abilities and the capacity to distill complex information for diverse audiences into case studies, reports and presentations.
- Cultural fluency: a track record working directly with or as part of institutions that serve BIPOC communities.
- Relational and collaborative approach to research and/or evaluation.

Preferred:

- Knowledge of or interest in learning data visualization and digital engagement analytics.
- Experience analyzing qualitative data and interpreting survey results.

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ACLS Leading Edge Fellowship

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|------------------------|---|
| Position Title: | Editor |
| Organization: | Data & Society Research Institute |
| Location: | Remote |
| Stipend: | \$66,000 in year one, \$70,000 in year two, plus health insurance and \$3,500 per year in professional development funding. |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

At [Data & Society](#), we advance public understanding of the social and cultural implications of data-centric technologies and automation. Through empirically grounded research and inclusive engagement, we work to ensure that knowledge guides the development and governance of technology. We envision a future where the values that inform data-centric technologies are grounded in equity and human dignity.

POSITION DESCRIPTION

Data & Society seeks an Editor to support the organization’s mission of advancing public understanding of the social and cultural implications of data-centric and automated technologies.

The Editor would report to the Senior Editor: Research, and become part of the research management team. The Editor will be responsible for support on a number of D&S research projects, tracking where such projects are in the “pipeline” moving from fieldwork to publication and helping researchers manage internal deadlines and benchmarks for drafting, revision, and review (both internal and external). During the fellowship, the Editor will have the opportunity to work on projects across Data & Society’s primary areas of research: the future of work, equity in health practices, data policy regulation, and artificial intelligence.

The Editor will lead and oversee the editorial workflow for numerous editorial products including primers, reports, white papers, academic publications, and blog posts. They will also be provided opportunities for professional development to ensure they have the skills to successfully communicate complex and urgent socio-technical research topics to a variety of audiences. The Editor will be able to choose one or two of the following three projects to lead on (with mentorship from their supervisor): a report about the changing nature of therapeutic labor with the rise of therapy app, a primer on the future of equitable algorithmic audits, and a collection of essays on the rise of the ‘datafied state’.

This role will build skills in translating socio-technical research for multiple audiences, which is valued across many fields. The Editor will also work across the organization, not only with our researchers but also with our colleagues in other departments: fundraising, communications, and strategy. As a result, the fellow will be well prepared for roles in media, publishing, higher education administration, or development/fundraising. Specific examples include, but are not limited to, editorial roles at academic, educational, or trade publishers; communications roles in higher education administration; and scientific or technical writer/editor roles within a range of institutions, such as government agencies, civil society organizations, and tech companies. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and Tasks:

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- Serve as primary editor on one or more Data & Society publications, which typically take 8-12 months to complete;
- Support the writing of shorter public documents, including blog posts, op-eds, and journal articles;
- As project lead, ensure Data & Society's research outputs are written in a legible and accessible way, with a specific audience in mind. This includes:
 - Checking text to ensure it is well written and logically structured;
 - Correct grammar and spelling;
 - Manage the formatting of citations; and
 - Ensure the text is in line with Data & Society's style guide.
- Ensure rigorous editorial review of our research through a variety of mechanisms, from 1-to-1 consultation and direct editorial feedback to facilitating regular and ad-hoc peer review processes;
- Work with leadership on the Research teams to define and scope editorial categories and guidelines (e.g., white papers, academic articles, blog posts, policy briefs, long-form and short-form popular articles, etc.);
- Maintain rigorous editorial standards and adherence to Data & Society's standards and values;
- Work with the development team to help write and refine grant proposals; and
- Support other editorial research efforts, as needed.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- Excellent, flexible writer and editor;
- Excellent research and critical analysis skills;
- Strong grasp of citation formats and academic styles;
- Familiarity with the norms and culture of academic research, including peer review, research ethics, and research methodologies;
- Experience or interest in translating academic publications for specialist audiences;
- Excellent listening and communication skills;
- Demonstrated ability to work comfortably and respectfully across teams; and
- Comfort with project management, attention to detail, deadlines, inter-department communication.

APPLICATIONS

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|------------------------|---|
| Position Title: | Manager of Learning and Evaluation |
| Organization: | Destiny Arts Center |
| Location: | Oakland, CA (In person/hybrid) |
| Stipend: | \$66,000 in year one, \$70,000 in year two, plus health insurance, \$3,500 per year in professional development funding, and up to \$5,000 for relocation costs |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

[Destiny Arts Center](#) (Destiny) is a leading creative youth development institution with experience working with Oakland children, families, and communities for the last 35 years. Destiny Arts Center’s mission is to inspire and ignite social change through the arts. We bring high-quality arts programming grounded in culturally relevant movement (e.g., hip hop dance, traditional African dance forms, martial arts) to young people from low-income and historically under-resourced communities for free or at a reduced cost. Rooted in violence prevention philosophies and our “Warrior’s Code” (Love, Care, Respect, Honor, Responsibility, Peace), Destiny’s programs use the arts to foster safe, peaceful, and healthy environments, supporting young people as they develop their skills as artists, global citizens, and advocates for peace in their communities and beyond.

Through school and community programs and classes offered at our North Oakland center, Destiny reaches over 3500 students in Oakland and the Bay Area annually. Co-founded by queer women and people of color, Destiny Arts Center has promoted cultural and racial equity for Oakland youth and the broader community since 1988. Our staff continues to reflect the diversity of our youth, and our programs reflect the needs of our community. Destiny programs are open to all youth, and we are particularly committed to ensuring that low-income youth of color in Oakland have equitable access to the arts. At Destiny, we create pathways to improved social, emotional wellness, and behavioral health in youth by supporting the whole child through creative art-making and building relationships with adult caregivers.

POSITION DESCRIPTION

Destiny Arts Center seeks a Manager of Learning and Evaluation (MLE) to support day-to-day management for all program evaluation activities at Destiny Arts Center. Destiny uses evaluation and assessment tools to determine the impact of our youth programs, both at the center and with our school and community partners. Destiny has developed some of these tools internally, or in partnership with consultants. Funders have provided additional tools for use with specific programs. The MLE will work with Destiny’s leadership team to implement, coordinate and analyze these various programmatic assessments and demographic data collection, to support all internal and external evaluation efforts. The MLE will report to the Deputy Director.

As an anti-racist, social justice organization, we desire to create evaluation methodologies that provide opportunities for growth, shared understanding, and continuous learning. Evaluation can often be thought of as a white supremacist tool that contributes to racial bias and inequitable power dynamics within communities. We aim to change this narrative, using culturally responsive opportunities for evaluation and assessment to help us collectively grow and create systemic change. At the onset of the fellowship, the MLE will work closely with an evaluation consultant, helping to carry forward the third year of a three year evaluation project. The goal is for the MLE to help entrench evaluation within Destiny’s culture, building upon the work of the consultant to ensure evaluation is regularly used as a tool for

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You may *not* contact the host institution to inquire about this position.

teaching and learning. Over the past seven years, Destiny has experienced exponential growth. With increased demand for our programs, it is imperative that Destiny continues to implement evaluation practices that serve as tools for learning and strategy, which supports the continued improvement and adaptation of the work to the needs of youth, staff and teaching artists, and our community. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week. Work at Destiny ebbs and flows with the programmatic season. Much work can be done from home, but we expect the MLE (and all staff) to participate in programmatic events that happen at the end of each semester.

Responsibilities and Tasks:

- Work with Destiny's leadership team to support equitable evaluation efforts across Destiny to 1) tell the story of youth development, growth, and learning to external audiences and 2) work internally to use evaluation for staff and teaching artists to continue to improve programming, strengthen strategy, and evolve Destiny's Theory of Change.
- Work with Artistic Directors, program team, and external consultants to design and implement thoughtful, culturally-responsive evaluation and assessment tools.
- Collaborate with leadership staff to assess evaluation instruments being used across Destiny and identify which are meeting organizational needs, where there is room for improvement, and where there are gaps.
- Analyze programmatic assessment and demographic data collected and create reports that capture youth learning, key performance indicators, and outcomes for youth, stakeholders, and funders.
- Collaborate with development team to support demographic & assessment needs of funders
- Engage with staff throughout Destiny to understand their evaluation and data collection needs.
- Support a culture of reflection, learning, and data-based decision-making among Destiny staff and participants.
- Maintain up-to-date literature review on arts and youth development.

Qualifications:

- Ph.D. in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- Excellent organizational and communication (verbal and written) skills.
- Ability to build trust and collaborate effectively with a wide range of stakeholders
- Passion for Destiny Arts Center's mission and values
- Well-organized, detail-oriented, flexible and able to handle a variety of tasks.

Preferred:

- Interest in or experience in the movement arts, youth development, and/or working with Black/Latinx communities
- Prior experience with research engaging human participants, including focus groups, surveys, and/or ethnographic work

APPLICATIONS

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- Application deadline: 9:00pm EDT, March 15th, 2023.

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ACLS Leading Edge Fellowship

| | |
|------------------------|---|
| Position Title: | Advocacy and Research Specialist |
| Organization: | Gender Justice |
| Location: | St. Paul, Minnesota (In person/hybrid) |
| Stipend: | \$66,000 in year one, \$70,000 in year two, plus health insurance, \$3,500 per year in professional development funding, and up to \$5,000 for relocation costs |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

[Gender Justice](#) works to advance gender equity through the law. We envision a world where everyone can thrive regardless of their gender, gender expression, or sexual orientation. Step by step we're creating that world by dismantling legal, structural, and cultural barriers that contribute to gender inequity.

We are facing the most significant attacks on bodily autonomy, abortion access, and transgender rights – targeting transgender children – ever. The Supreme Court opinion in *Dobbs v. Jackson* undercuts not just *Roe*, but also the legal principles that underpin seemingly established law like rights to marriage equality, contraception, and interracial marriage.

Gender Justice sees all legal, legislative, and cultural attacks on body autonomy as part of the same regressive, right-wing playbook that seeks to reserve autonomy for the privileged, who are then invited to exercise power over others already living at the intersecting margins of race and gender. We've adopted a broader frame that views abortion, contraception, LGB rights, transgender rights, and more as part of the same fight for gender justice. We know that people who experience gender oppression are also affected by racism, ableism, poverty and other forms of oppression. We operate with a commitment to racial justice, and we prioritize partnering with allies across the social justice space to ensure that all of our work reflects intersecting identities and experiences, and an understanding of gender, racial, reproductive and economic justice. Gender Justice has built a unique organizational model – based in Minnesota and working across the Upper Midwest – that combines impact litigation with policy advocacy, public education and powerful communications. Our organizational model positions us as an innovator of local, state, and regional strategy and infrastructure and a leader in a post-*Roe* landscape.

POSITION DESCRIPTION

Gender Justice seeks an Advocacy and Research Specialist to join our ambitious, highly-effective, and growing team. Under the supervision of Deputy Director Tana Hargest, the Specialist will lead projects to advance trans-inclusive policies in youth-serving organizations and research the experiences of people seeking abortion and pregnancy care in the Upper Midwest. As a member of the Advocacy Team, the Specialist will also contribute to the organization's legislative advocacy.

The Specialist will research the status of and gaps in trans-inclusive policies in youth-serving organizations and develop and implement a campaign to pass trans-inclusive policies. This project will include research, community outreach, cultivating relationships with community leaders, providing training for groups, and working with sports entities and schools to implement inclusive policies. The Specialist will also build and manage relationships with local and national partners to advance trans inclusion in youth-serving organizations in the Upper Midwest.

The Specialist will also work closely with abortion providers to learn about the experiences of people seeking abortion and pregnancy care in the Upper Midwest, including experiences with anti-abortion

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crisis pregnancy centers, to inform Gender Justice's advocacy to expand abortion access. This project will include the development of a research project, data collection and analysis, writing, and policy development.

The Specialist will work closely with the Advocacy Team on legislative advocacy, including monitoring bill introductions and progress, building and maintaining relationships with state and local legislative and agency staff, and other tasks as needed. They will also work with the Communications Director to develop support materials for the organization's advocacy projects, such as talking points, one-pagers, fact sheets, and messaging guides. The Specialist may gain experience in research analysis, community engagement, policy advocacy, public relations, government relations, policy analysis, external affairs, project management, community organizing and nonprofit leadership. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and Tasks:

- Research gaps in abortion access and pregnancy care and trans-inclusive policies in youth-serving organizations.
- Write a report on the experiences of people seeking abortion care in the Upper Midwest.
- Organize schools and athletic associations to adopt new trans-inclusive policies.
- Identification of potential clients for litigation and storytellers.
- Development of materials for the public and policy-makers.
- Build strong relationships with community partners, policy-makers, and other stakeholders.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- Knowledge of LGBTQ+ and/or reproductive health care issues.
- Confidence and success in building and developing relationships.
- Strong qualitative research skills.
- Strong verbal and written communication skills, including engaging style for persuasion and moving people to take action.
- Strong project management skills.
- Political savvy and good judgment.
- Commitment to our mission and values, which include racial, social, and economic justice in addition to gender justice.
- Experience working with BIPOC communities and gender diverse, transgender, and/or nonbinary people/communities.
- Sense of humor and a commitment to a diverse, collaborative work environment.

APPLICATIONS

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ACLS Leading Edge Fellowship

| | |
|------------------------|---|
| Position Title: | Tribal Broadband Policy Analyst |
| Organization: | Institute for Local Self-Reliance (ILSR) |
| Location: | Remote |
| Stipend: | \$66,000 in year one, \$70,000 in year two, plus health insurance, and \$3,500 per year in professional development funding |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

Founded in 1974, the [Institute for Local Self-Reliance](#) (ILSR) is a national research and technical assistance organization that constructs the foundation and frame upon which communities can take charge of their local resources, their economies, and their environmental future. ILSR challenges concentrated economic and political power, and instead champions an approach in which ownership is broadly distributed, institutions are humanly scaled, and decision-making is accountable to communities.

POSITION DESCRIPTION

ILSR seeks a Tribal Broadband Policy Analyst to conduct research related to and improve continuing efforts to support the development of equitable Tribal Internet access. Despite some progress, Internet infrastructure and digital skills training in Native Nations lags dramatically behind the rest of the country. Less than 60 percent of those living on Tribal lands in the lower 48 states have access to basic broadband connections. Native Nations have regularly - in formal and informal ways - been excluded from policy conversations about access to infrastructure, subsidies, digital skills, and a host of other issues needing solutions. As a result, Tribal residents miss out on educational, economic development, telehealth, social networking, and the panoply of other activities that build community resiliency and democratic engagement in the modern world. Tribes, which face the consequences of decades of formalized structural oppression, need Internet access now more than ever. With \$42 billion earmarked by the federal government for new infrastructure in poorly served locations, as well as \$2 billion specifically designated for new Tribal awards, we see that many Tribes aren't as prepared as they will need to be to get access to and use these funds in impactful ways.

One of the core components to this fellowship will be adding critical curriculum development expertise to ILSR's Tribal Broadband Bootcamps (TBBs) - multi-day training intensives that build capacity and connections in Indian country. This includes refining existing materials and helping respond to what will be a changing broadband policy, funding, and deployment landscape in 2023 and beyond. Some Tribes are in extremely remote regions and have been passed over for decades by Internet Service Providers who have avoided interacting with Tribes, leaving them stranded in connectivity deserts. Others have access to fast networks nearby, but can't afford to pay the prices being asked. In all scenarios, TBBs help arm participants with the information they need to address the set of challenges most pressing in their communities.

Other projects we imagine the Analyst would take on include: interviewing Tribal officials and residents in support of written and multimedia storytelling efforts to document the history of and current projects; continuing to deepen and improve ILSR's census of Tribal networks and their histories; developing policy briefs and informational and advocacy materials for local, state, and federal officials that translate Tribal needs to government officials; conducting primary source research to ensure that state governments are meeting federal requirements for broadband funding on Tribal lands; expanding ILSR's current work

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on the creation and sustaining of wireless Tribal networks; doing work that supports language and cultural preservation efforts using locally owned network infrastructure.

The Analyst will be folded into our Community Broadband Networks Initiative, including participating in strategy sessions, meeting with allied organizations, attending conferences and building a public profile, and helping develop materials for outside assistance efforts. We anticipate that the Fellow will support work being done by our broadband Outreach, Communications, and Research Teams.

The Analyst will gain experience working with advocacy and research organizations across a range of Internet topics, such as the digital divide, broadband infrastructure, coalition-building, device programs, aging in place, economic development, and affordability. The Fellow will be involved in critical policy development as Tribes take advantage of new federal and state funds to build needed networks as part of efforts to establish digital sovereignty. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- Cultivate a general expertise of the challenges and opportunities of broadband access in Indian Country, both urban and rural.
- Improve the Bootcamps by attending, designing and soliciting feedback from Native participants, and working on curriculum development and preparatory materials.
- Develop and expand ILSR's existing expertise on Tribal broadband issues, including capacity building, policy analysis, and empirical research.
- Develop and contribute to new and existing research and policy projects addressing issues like access, affordability, digital skills, availability, and digital devices.
- Expand current relationships and work with organizations like the Tribal Resource Center, the American Indian Policy Institute, and the Tribal Libraries Association

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- Familiarity with both qualitative and quantitative analysis; position will not require sophisticated statistical methods, but will require collating basic demographic data.
- Ability to work independently within the parameters of a project; interest in thinking and writing about creative solutions to bridge the digital divide; commitment to elevating local voices.
- Excellent writing skills.
- An understanding of the history of attempts by the federal government to extract wealth from and assimilate Native people.

Preferred:

- Familiarity with pedagogy or curriculum development.

APPLICATIONS

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ACLS Leading Edge Fellowship

| | |
|------------------------|--|
| Position Title: | Narrative Research Content Specialist |
| Organization: | Justice Action Center |
| Location: | Remote |
| Stipend: | \$66,000 per year in year one, \$70,000 in year two, plus health insurance, and \$3,500 per year in professional development funding |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

Founded in 2019, [Justice Action Center](#) (JAC) is a startup social justice organization that combines the power of storytelling with impact litigation to bring justice to immigrant communities. We focus on fulfilling unmet needs historically overlooked in the nonprofit immigration space through creative legal and communications strategies that center the needs and experiences of our plaintiffs. JAC is permanently a fully remote office, with eight staff based throughout the U.S. We're looking for a skilled Narrative Research Content Specialist to implement strategies that amplify otherwise overlooked immigrant issues.

POSITION DESCRIPTION

JAC seeks a Narrative Research Content Specialist to join its Communications Department. We are searching for a sharp, creative, and curious individual to strengthen JAC's storytelling and research capacities in pursuit of immigrant justice. The Specialist will be supervised by the Communications Director and work alongside the rest of the department, composed of the Deputy Director and Communications Coordinator.

The Specialist's work will include engaging with JAC plaintiffs and other impacted individuals to create content that centers migrant voices; using storytelling strategies to support the communications, litigation, and research work of JAC; and applying their research expertise to help shape public narratives. The work will have three major facets:

Story gathering: The Specialist will work closely with plaintiffs and other directly impacted individuals to engage in interviews for fact gathering and to empower individuals to tell their own stories. For example, the Specialist may conduct trauma-informed plaintiff interviews for a video series illustrating the harrowing ordeals faced by asylum seekers.

Research: Working with the legal and communications team, the Specialist may utilize information received from FOIA requests and lawsuits to help the public better understand issues immigrants and asylum seekers face. The Specialist may also research and document the history of various messaging strategies within the immigrant rights movement in a report to present to partner organizations. The specialist will also participate in communications and narrative research to help develop immigrant-inclusive narratives for advocates to utilize.

Data presentation: The Specialist will work closely with the communications team to help present data or other information in a user-friendly manner, thus allowing non-legal actors to better understand complex facets of the immigration system. The ideal candidate would be excited by the prospect of creating new systems and projects to implement emerging communications and litigation strategies. Through the Leading Edge Fellowship, the Specialist will gain relevant experience and connections that may prepare them for careers in fields as diverse as journalism, law, political science, social work, storytelling/content

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creation, data science, or polling. Though working remotely, the Specialist would be fully integrated into the JAC team. As a fully remote office, JAC is committed to gathering for in-person meetings on a regular basis. The Specialist would be able to spend some in-person time with team members multiple times per year, in addition to weekly opportunities for formal and informal virtual meetings with team members. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

Plaintiff Engagement (35%)

- Work with plaintiffs and directly impacted individuals to help them tell their own narratives to target audiences.
- Develop a story bank for communications and litigation use.
- Amplify the work of our coalition partners and breaking immigration news.

Legal Advocacy (35%)

- Work with litigators and communications staff to track and explain emerging legal threats to immigrant inclusive measures.
- Develop original research to bring relevant data or statistics to legal advocacy efforts.

Other Research Support (30%)

- Research existing narratives on asylum and migration.
- Build resources and tools for use in litigation or communications efforts.
- Assist with development of other messaging research projects, including focus groups, polls, and other tools.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- Familiarity with immigrants' rights or legal advocacy communities.
- Ability to engage with tough questions in a thoughtful and respectful manner and with a trauma-informed approach.
- While we know no one person will bring every criterion on this list, the successful candidate should have most of these qualifications. Don't check all of these boxes? This is a communications position -- convince us why we should hire you anyway!

Preferred:

- Experience in a nonprofit or advocacy setting.
- Fluency in a language other than English.
- Graphic design and/or videography experience to create visually engaging content.

APPLICATIONS

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ACLS Leading Edge Fellowship

| | |
|------------------------|--|
| Position Title: | Movement Building & Capacity Strategist |
| Organization: | Movement Advancement Project |
| Location: | Remote |
| Stipend: | \$66,000 per year in year one, \$70,000 in year two, plus health insurance, and \$3,500 per year in professional development funding |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

The [Movement Advancement Project](#) (MAP) is an independent, nonprofit think tank, founded in 2006. We power progressive movements. We work to create a thriving, inclusive and equitable America where all people have a fair chance to pursue health and happiness, earn a living, take care of the ones they love, be safe in their communities, and participate in civic life. Our transformative and rigorous research and communications help people more easily understand—and take action on—the critical issues we face, from LGBTQ equality to voting rights and more. Our work is laser-focused on changing hearts and minds. At a time of deep divisions, our work builds bridges to advance equity and opportunity for all.

POSITION DESCRIPTION

The Movement Advancement Project (MAP) seeks a Movement Building & Capacity Strategist to join our fully remote, U.S.-based team. The Strategist would be a part of the policy team and would work closely with both the LGBTQ program and the Open to All program with supervision by Naomi Goldberg, LGBTQ program director and deputy director. The Strategist will lead our movement building and capacity work.

For more than 16 years, MAP has conducted research and created engaging reports about the state of the LGBTQ movement and allied organizations. This work began in order to gauge the strength and well-being of the LGBTQ movement as it grew nationally, and this work has proved especially important amidst the ongoing economic and social impacts of the Covid-19 pandemic. We have distributed these findings back to participating organizations, movement funders and supporters, and the public, but we've never had the capacity to go beyond these efforts.

The Strategist will lead our existing work in this area. This includes fielding two existing surveys, cleaning data, analyzing data, and authoring related reports: the [National LGBTQI Movement Report](#) and two related, confidential reports, as well as the [LGBTQ Community Center Survey Report](#). In these efforts, the Strategist will work closely with participating organizations and other LGBTQI organizations to ensure that the data collected, and the materials developed, accomplish the goals of improving understanding of the sector, articulating the case for support and resources, and more. To do so will require direct engagement with organizations and funders.

The Strategist will also have the space and creativity to identify and execute new ways to help this work drive change and build the capacity of the LGBTQ and allied movements. This could include conducting new research or analyses using our historical archive of data (such as tracking movement staff or board diversity over time, financial analyses, etc.), designing new surveys or research products, conducting presentations, working directly with partner organizations to help the work we do have an impact for them, and more. Additionally, this role will be a part of a new effort to evaluate the impact of MAP's

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Open to All program, which seeks to drive change in public support for the idea that businesses that are open to the public should be open to all.

Across all the streams of work, the Strategist will be the point person for MAP on our movement building and capacity work, allowing them to gain both unique insight and visibility as well as tangible skills in organizational and movement growth and dynamics. The Strategist will be a part of MAP's policy team, which will allow them to participate in broader conversations about the LGBTQ movement, including around policy and strategy development. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and Tasks:

- Lead existing movement building and capacity work by collecting and analyzing data about the LGBTQ movement through our annual and biennial surveys and writing reports and creating relevant materials to help share these findings and to educate funders, organizations, and others about the needs of the movement.
- Co-define and lead new research and/or outreach efforts to expand the power and impact of MAP's movement building work.
- Establish new impact measurement and program evaluation metrics for MAP's Open to All program, focused on substantive efforts toward equity, diversity, inclusion, and belonging in businesses and the workplace more broadly.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- Interest in how understanding movement organizations can help increase their impact.
- Ability to analyze basic statistical data and Excel spreadsheets (or willingness to learn) and excellent ability to communicate engagingly about different types of data.
- Skill at communicating about policy, data, and research findings to different audiences.
- Strong interest in creating usable and visually engaging materials, including presentations.
- An entrepreneurial skillset to drive this work forward and find new ways to have an impact.

Preferred:

- Expertise in or experience with organizational development, social movement organizations, and/or organizational finances or accounting.
- Experience with survey design.

APPLICATIONS

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ACLS Leading Edge Fellowship

| | |
|------------------------|---|
| Position Title: | Data Inclusion Specialist |
| Organization: | Open Environmental Data Project |
| Location: | Remote |
| Stipend: | \$66,000 in year one, \$70,000 in year two, a monthly health coverage stipend, and \$3,500 per year in professional development funding |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

The [Open Environmental Data Project](#) (OEDP) envisions a world where environmental and climate data play a more significant role in collaborative and participatory systems that help us better manage and protect our environmental health. We build spaces to grow the global conversation on environmental data access and use with the aim of increasing the flow of usable information between communities, researchers, lawmakers, and enactors seeking to actively address environmental and climate injustices that impact the quality of life and health of our communities. OEDP builds socio-technical systems through research, policy, and future narrative creation; technical systems redesign; pilots and prototypes; and modeling collective environmental and climate governance. We also develop workshops, playbooks, and curricula to guide government, scientists, and communities in creating cooperative data ecosystems.

POSITION DESCRIPTION

At Open Environmental Data Project, the ACLS Leading Edge Fellow would take on the role of Data Inclusion Specialist to help improve and sustain OEDP's data collection and stewardship processes. OEDP centers the creation of inclusive socio-technical systems that value and highlight multiple forms of data. We do this to address how current systems perpetuate injustice, ensuring that information gathered in communities is (i) usable throughout our governance structures, (ii) that communities and researchers can use other forms of scientific data, and (iii) that communities are equitably represented in scientific data and regulatory information flows. While these systems by and large include quantitative information, our work is deeply qualitative in nature, integrating local experience, history, and geography. Supervised by the Director of Policy Initiatives, the Fellow will work across our Research and Policy programs to apply nuances in the collection, discovery, access, use, interpretation, and inclusion of diverse environmental data in our governance systems.

Our work with community data stewardship models articulates governance approaches and sociotechnical systems for data-sharing among communities and between communities and government. OEDP supports communities in making collective decisions about their own data. The Fellow will conduct research to help design data stewardship initiatives alongside our team and partners. Their work will improve understanding, at OEDP and in our broader networks, of how different actors, sectors, and communities collect, find, interpret, use, and share environmental data. Their research will inform the design of data ecosystems and tools that are more accessible, inclusive, and representative of community knowledge—for example the EPA's approach for sharing regulatory data and integrating community data in its decisions or research, or policy and training resources for community-oriented environmental researchers.

The Fellow will also support OEDP in applying robust impact evaluation processes and stronger accountability mechanisms to our policy work to inform programmatic strategy. They will gain relevant experience and contacts in fields like data stewardship and governance; environmental justice and policy; environmental, climate, and science and technology policy; and the growing movements for open science and government, supporting translation and collaboration between diverse groups and sectors.

This position is *only* available through the Leading Edge Fellowship program.
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The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and Tasks:

- Take an ethnographic approach to understand and articulate the needs and capacities of different seekers and users of data related to environmental health and climate change for the [Beyond Compliance Network](#). The Fellow will collect and synthesize information from interviews, focus groups, and/or workshops with environmental scientists, community organizations, and regulatory agency staff. They will lead or support the development of articles, briefs, and design prototypes for novel, updated, and/or scaled approaches to data integration and application, in addition to supporting coalition building efforts to advance the broad use of these approaches.
- Work with the [SEEKCommons](#) team to organize network convenings, design a fellowship program for students, and co-create and curate curricular and guidance resources for SEEKCommons. Specific deliverables the Fellow will support include annual in-person convenings and bi-monthly community calls, a resource library, training and workshop curriculum, and research or communications outputs from SEEKCommons fellows. Time permitting, the Fellow might pursue relevant research questions, for example, conducting a landscape assessment for environmental data labels.
- As part of our [Research & Policy Initiatives](#), the Fellow will create and pilot processes and metrics to evaluate and advance the impact of our policy programs and resources on the environmental policy and governance landscape. This might include researching or developing processes for tracking the collection, discovery, access, use, interpretation, and inclusion of diverse environmental data in the context of US environmental governance systems.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. More about eligible fields [here](#).
- Experience applying ethnographic or oral history approaches to understanding individuals, groups, and social phenomena.
- Alignment with OEDP's [mission](#) and [values](#).
- Excellent writing and interpersonal communication skills.
- Mindfulness of cultural differences, power dynamics, and diverse ways of knowing.
- Extensive experience in quantitative data analysis is not necessary for this position, but rather an interest in understanding the social life of that data.
- Willingness to work in collaborative and agile environments, as well as independently.
- Strong organizational skills.

Preferred:

- Interest and background in environmental and climate justice, preferably with an understanding of, or interest in, open science and data.

APPLICATIONS

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ACLS Leading Edge Fellowship

| | |
|------------------------|---|
| Position Title: | Associate, Housing Futures |
| Organization: | PolicyLink |
| Location: | Remote OR Oakland, CA |
| Stipend: | \$66,000 in year one, \$70,000 in year two, plus health insurance, \$3,500 per year in professional development funding, and up to \$5,000 for relocation costs |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

[PolicyLink](#) is a national research and action institute advancing racial and economic equity by Lifting Up What Works® — guided by the belief that the solutions to the nation’s challenges lie with those closest to these challenges. When the wisdom, voice, and experience of those traditionally absent from policymaking drive the process, profound transformations emerge. Our mission is to ensure that all people in America—particularly those who face the burdens of structural racism—participate in flourishing multiracial democracy, prosper in an equitable economy, and live in thriving communities of opportunity. We focus on advancing liberating policies for the 100 million people living in or near poverty, the majority of whom are people of color, in order to:

- Usher in a flourishing multiracial democracy, inclusive of diverse and antiracist governments, voting rights, and protected electoral practices.
- Create an equitable economy in which people of color have good jobs, dignified and rising standards of living, and increased voice, power, and ownership.
- Build thriving communities where children and families of color can prosper through equitable infrastructure, affordable housing, quality education, antiracist human services delivery, healthy water and food, and community safety.

POSITION DESCRIPTION

The Associate of Housing Futures position will be a key member of the Housing team at PolicyLink. The Associate will report to the Director of Housing and work closely with the director and senior associates to advance critical housing justice priorities, with a focus on the Spatial Reparations project. The Associate will work to identify policies, models, and strategies that advance spatial reparations, and share these strategies with community leaders and policymakers.

Housing as health, housing as community, housing as liberatory — that is the future we are working toward. Bright and bold housing futures for our communities mean new models and approaches that are unapologetically inclusive of all, imagined and made possible by insights and guidance from the communities most impacted by housing inequities. For over two decades, PolicyLink has worked to ensure that every person has safe, stable housing that they can afford and that connects them to opportunity. From advancing inclusionary zoning to anti-displacement strategies to fair housing, we work to address the long standing and persistent racial and economic inequities that characterize our housing system. We forge partnerships with frontline organizing groups and national advocacy organizations to advocate for the next generation of equitable housing policies at local, state, and federal levels.

The Associate of Housing Futures will help to move forward key goals of the Spatial Reparations project and the Housing team’s related research agenda. This research will provide a vital analytical and policy frame for housing, race, equitable development, and the economy, to recenter our strategies on addressing

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You may *not* contact the host institution to inquire about this position.

the underlying structural drivers of racial segregation, displacement, and asset stripping, and to rewire federal state and local investments in ways that seek to repair the harms of the past. This position is expected to prepare the Associate for a career in policy analysis, research, or advocacy with a focus on racial equity in a broad range of non-profit organizations or government agencies. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- Conduct independent research, which may include creating literature reviews, collecting case studies, and conducting interviews on existing land use, housing, and economic policies and practices, with a close examination of the racial inequities built into these policies.
- Work closely with the Housing team and network partners to build a learning community to explore Spatial Reparations policies.
- Collaborate with Housing team members to build tools and share knowledge and research to equip movement leaders, policymakers, and funders with bold, actionable ideas for achieving housing justice, spatial reparations, land restitution, and community land stewardship.
- Respond to requests for research support related to spatial reparations, land restitution, and community land stewardship from local leaders and organizations.
- Track literature and debates on housing and spatial reparations, land restitution, community land stewardship, and other related land and housing justice issues.
- Author and co-author reports, policy briefs, memos, and blog posts focused on innovative public and private sector models, best practices, and state and local policy initiatives that advance meaningful housing and land-use solutions within the Spatial Reparations framework.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- Demonstrated commitment to social justice and racial equity.
- Demonstrated capacity for critical, independent, and creative thinking while working within and across teams.
- Strong research and analytical skills.
- Excellent written and verbal communication skills.
- Ability to work within a fast-paced environment and maintain flexibility and a sense of humor while meeting deadlines.
- Good time management skills and ability to effectively work on multiple projects.

Preferred:

- Experience working with low-income communities of color.
- Knowledge of/interest in current themes and debates in housing justice and anti-displacement strategies.

APPLICATIONS

- Information on the Leading Edge Fellowship Program: <https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships>
- All applications must be submitted through the ACLS Online Fellowship Application System (ofa.acls.org)
- Application deadline: 9:00pm EDT, March 15, 2023.

This position is *only* available through the Leading Edge Fellowship program.
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ACLS Leading Edge Fellowship

| | |
|------------------------|---|
| Position Title: | Policy and Communications Associate |
| Organization: | Presidents' Alliance on Higher Education and Immigration |
| Location: | Washington D.C. (In person/Hybrid) |
| Stipend: | \$66,000 in year one, \$70,000 in year two, plus health insurance, \$3,500 per year in professional development funding, and up to \$5,000 for relocation costs |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

The non-partisan, nonprofit [Presidents' Alliance on Higher Education and Immigration](#) brings college and university presidents and chancellors together on the immigration issues that impact higher education, our students, campuses, communities and nation. We work to advance just, forward-looking immigration policies and practices at the federal, state, and campus levels that are consistent with our heritage as a nation of immigrants and the academic values of equity and openness. The Alliance comprises over 550 presidents and chancellors of public and private colleges and universities, enrolling over five million students in 43 states, D.C., and Puerto Rico.

POSITION DESCRIPTION

The Alliance seeks a Policy and Communications Associate to support our policy research and ongoing advocacy and public communications efforts. Currently, the policy team engages in both administrative and legislative advocacy on issues that impact undocumented, refugee, and international students in higher education. Our policy work is grounded in research, data, and the lived experiences of impacted populations, and raising public awareness about the issues that face these students is key to achieving meaningful policy outcomes.

The Policy and Communications Associate would play a crucial role in research, engagement, and public communication campaigns and messaging to support the policy team. Under the supervision of the Director of Policy and Strategy, Diego Sánchez, and working closely with the Senior Policy Advisor, Jill Welch, the Associate will help implement a campaign that weaves together our policy advocacy and analysis with public messaging that recognizes the contributions of these students in U.S. communities and on campuses. The Associate would be responsible for translating complex policy issues to be accessible to the higher ed community. The Associate's responsibilities could include drafting student narratives or op-eds for use by member presidents and chancellors, and contributing to other media opportunities that promote positive narratives about immigration and higher education. The Associate also would be expected to perform qualitative and quantitative analyses, write and edit posts for the Higher Ed Immigration Portal that synthesize their research, or use their research to help draft and share policy and other issue briefs that advocate for inclusive and equitable access to academic and immigration pathways for undocumented, refugee, and international students. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and Tasks:

- Perform qualitative research and basic quantitative research, including organizing information in Microsoft Excel.
- Draft regular policy updates and briefings, press releases, and reports
- Support editorial processes for written products produced by the policy team

This position is *only* available through the Leading Edge Fellowship program.
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- Manage communications and resources via member communications, social media, and the Higher Ed Immigration Portal.
- Draft op-eds, blog posts, and other communications materials.
- Incorporate student perspectives and experiences into Presidents' Alliance program and advocacy efforts, including by drafting and uploading student and alumni narratives in the Higher Ed Immigration Portal.
- Draft posts for the Presidents' Alliance weekly newsletter.
- Support Director of Policy and Strategy and the Senior Policy Advisor on engagements and meetings with federal agencies, the White House, and Congressional offices.
- Coordinate strategy sessions with immigration, industry, education, and other non-profit organizations on administrative and legislative priorities.
- Develop and share relevant content for social media.
- Help plan, develop and execute events such as webinars, meetings, and conferences.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences, read more about eligible fields [here](#) .
- Demonstrated interest in topics related to immigration, migration, membership, race, ethnicity, or international education.
- Excellent research, writing, analytical and communication skills, including the ability to quickly understand complex issues related to immigration and higher education and communicate this knowledge to external stakeholders.
- Interest in working with media, including social media and online platforms.
- Time management and project management skills with the ability to prioritize tasks, deliver high-quality, accurate work, and meet multiple deadlines.
- Experience or willingness to help coordinate meetings, write reports, plan webinars, and/or update website content.
- Ability to work independently, solve problems creatively, and collaborate effectively with colleagues, member institutions, partners, and Presidents' Alliance team members.
- Familiarity and ease with software/tech (e.g. Microsoft Office, Google Suite, Zoom).

Preferred:

- Policy expertise in one or more of the fields of refugee resettlement, undocumented student advocacy, immigration and higher education, or international education.
- Lived experience within or experience working with impacted populations and on diverse teams.

APPLICATIONS

- Information on the Leading Edge Fellowship Program: <https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships>
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ACLS Leading Edge Fellowship

| | |
|------------------------|---|
| Position Title: | Research Manager |
| Organization: | The Public Theater |
| Location: | New York, NY (In person) |
| Stipend: | \$66,000 in year one, \$70,000 in year two, plus health insurance, \$3,500 per year in professional development funding, and up to \$5,000 for relocation costs |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

[The Public Theater](#) is the only theater in New York that produces Shakespeare and the classics, musicals, and contemporary and experimental pieces in equal measure. Founded in 1954, The Public continues the work of its visionary founder, Joe Papp, by acting as an advocate for the theater as an essential cultural force and leading dialogue on some of the most important ideas and social issues of today. Creating theater for one of the largest and most diverse audience bases in New York City for more than 60 years, today The Public engages audiences in a variety of venues—including our downtown home at Astor Place, which houses five theaters and Joe’s Pub and the Delacorte Theater in Central Park, home to Free Shakespeare in the Park. The Public’s work has grown exponentially over the years and now includes our major community engagement initiatives, [Public Works](#), and [The Hunts Point Children’s Shakespeare Ensemble](#) (HPCSE). Collectively, these programs work to holistically break down the barriers that prevent the people of New York City from engaging with the arts.

POSITION DESCRIPTION

Reporting to the Director of Strategic Research & Planning and working with a broad range of dynamic teams across the institution, the Research Manager will help to craft and administer mixed method evaluation frameworks for each of The Public’s community engagement programs—Public Works and HPCSE. These programs both originated from the same desire to understand the ways arts organizations alienate communities and restrict audiences, and to design programs that re-envision our work to ensure we are reaching the broadest possible audience. To assess the efficacy and impact of these programs, the Research Manager will develop a methodology for qualitative data collection designed in collaboration with the community stakeholders and partners that are integral to the programs. In tandem with this work, the Research Manager will support The Public’s holistic [Cultural Transformation](#) goals by engaging with a broad range of internal and external stakeholders to track and evaluate our progress toward our diversity, equity, inclusion, and belonging initiatives.

Research methodology will include participant observation, focus groups, and interviews with staff, community partners, and participants, as well as quantitative analysis based on survey research and secondary data sets. Research should be participatory-based and center the lived experience of our program participants – uplifting their needs as the primary driver of our programming. The Research Manager will also work with our Institutional Partnerships team to conduct a literature review on best practices in diversity, equity, and inclusion and belonging, in order to create a revised grant reporting process that better supports external evaluation of our programming by funding partners, as well as internal evaluation of our programs for future planning. The Research Manager will also be provided with the opportunity present the final reports derived from their research to the arts and culture/philanthropy fields at conferences and professional gathering spaces.

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This fellowship would prepare candidates for a broad range of careers in the cultural research sector. These include program evaluation roles at private and corporate philanthropies; government agencies; and arts consultancy groups. Work undertaken in this fellowship would also prepare the candidate for a career in institutional fundraising, which requires cultivating skills in research, data synthesis, writing, and narrative crafting. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and Tasks:

- Co-design, lead, and conduct research to assess the efficacy and impact of The Public's community partnership programs and Cultural Transformation work.
- Model and promote inclusive and equitable research practices that center and empower community participation.
- Create a reporting strategy that synthesizes research findings and communicates/presents those findings to internal stakeholders.
- In consultation with supervisor, make recommendations on refining internal practices to ensure our community partnership programs are achieving their intended goals.
- Work with The Public's Institutional Partnerships team to create written reports on an annual basis that provide a detailed accounting of the impact of Public Works and HPCSE, to be disseminated to the vast network of philanthropies that support The Public's programming.
- Work in consultation with supervisor and The Public's Cultural Transformation Committee to create a research dashboard designed to publicly track clearly defined equity, diversity, inclusion, and belonging goals.
- Create quarterly reports on The Public's progress toward meeting our Cultural Transformation goals to be disseminated internally at every level of the organization, including the Board of Trustees.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- Exceptional communication and writing skills.
- A commitment to bringing anti-oppressive and equitable practices into research spaces.
- Strong ability to work collaboratively and effectively with colleagues and external stakeholders.
- Excellent analysis skills, and capacity to translate quantitative learnings into qualitative strategy.

Preferred:

- Mixed methodology background and/or experience conducting community-based research.

APPLICATIONS

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ACLS Leading Edge Fellowship

| | |
|------------------------|---|
| Position Title: | Policy and Research Analyst |
| Organization: | Strategic Actions for a Just Economy (SAJE) |
| Location: | Los Angeles, CA (In person) |
| Stipend: | \$66,000 in year one, \$70,000 in year two, plus health insurance, \$3,500 per year in professional development funding, and up to \$5,000 for relocation costs |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

[SAJE](#) has been building economic power for working class people in Los Angeles since 2001. Our mission is to build community leadership and power for economic justice. Our vision is a society where economic benefits and opportunities are equitably distributed, where communities are stable, and where workers and tenants have the same rights, stature, and decision-making power as corporations and property owners. Under an umbrella of “urban land reform,” SAJE’s goals are guided by a vision that all people have a right to the city, and that we can build a movement for change that addresses the root causes and conditions of structural oppression, leading to the creation of a just economy.

POSITION DESCRIPTION

SAJE seeks a Policy and Research Analyst to improve equity through improved land use and tenant policies in Los Angeles. The Analyst will expand their knowledge base by working with campaign staff, attending community meetings, reading extensively on housing and land use policy, understanding the history of housing disputes and campaigns in Los Angeles and the United States, and understanding the lives and histories of community residents and SAJE members. With this increased understanding, the Analyst will produce materials that can support our current campaigns on land use (regulation of corporate ownership of housing, control of public land for public good, and improving climate infrastructure in South Los Angeles) and help change the narrative about housing and equity in Los Angeles and beyond. The Analyst will support the curricula development for two core community meetings per year in English; support the research and writing of 3-4 reports (with other staff members); write 4-6 blog posts; and draft one paper for a peer-reviewed conference or publication. This role will provide relevant experience in policy development, civic engagement, labor sector research, and communications. A fellow can expect to gain a better understanding of how communications works in a nonprofit or government setting; to learn how to develop materials on complex subjects for general readership; and gain deep ethnographic experience in the social justice realm. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities & Tasks:

- Research and develop expertise on housing and land use policy, focusing on land use and policy in Los Angeles.
- Learn from campaign staff and in community meetings about relevant issues.
- Support the research and development of accurate talking points and other information for campaigns and prepare public presentations about campaign issues.
- Support the curricula development for two community meetings per year in English.
- Support the research and writing of 3-4 reports with other staff members.
- Write a minimum of 4-6 blog posts.

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- Draft one paper for a peer-reviewed conference or publication.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- Dedication to social justice and alignment with SAJE's mission and values.
- Qualitative analysis and interviewing skills.
- Information literacy and ability to write and speak convincingly about quantitative data.
- Interest in land use, housing policy, tenant's rights and/or urban land reform.

Preferred:

- Training in political economy, economics or sociological methods, including ethnographic fieldwork
- Quantitative data analysis skills and experience, including the ability to interpret and critically analyze descriptive statistical data

APPLICATIONS

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ACLS Leading Edge Fellowship

| | |
|------------------------|---|
| Position Title: | Research Analyst |
| Organization: | The Afiya Center |
| Location: | Dallas, TX (In person) |
| Stipend: | \$66,000 per year in year one, \$70,000 in year two, a monthly health coverage stipend, and \$3,500 per year in professional development funding and up to \$5,000 for relocation costs |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

[The Afiya Center \(TAC\)](#) was established in response to the increasing disparities between HIV incidences worldwide and the extraordinary prevalence of HIV among Black womxn and girls in Texas. TAC is unique in that it is the only Reproductive Justice organization in North Texas founded and directed by Black womxn. TAC programming takes a unique patient-centered awareness to work with Black womxn in the context of their bodily autonomy and identity. TAC mobilizes people across intersecting communities, including race, gender, socioeconomic class, ethnicity, culture, educational level, ability, etc, to support policy development that directly impacts the prevalence of an enhanced and sound social system in which Black womxn can live without the threat of death in the form of lower mortality and morbidity. TAC approaches community and constituent engagement from an authentic and organic perspective, which has allowed for the emergence of innovation in the HIV, public health, and reproductive justice, health, and rights spaces. This can be seen in TAC's trauma-informed, community-centered, grassroots community organizing, outreach, and engagement framework, where political advocacy, comprehensive education, leadership development and resource accrual and disbursement are the core pillars. TAC's mission is to transform the lives, health, and overall wellbeing of Black womxn and girls by providing refuge, education, and resources, while igniting the communal voices of Black womxn resulting in the full achievement of reproductive freedom.

POSITION DESCRIPTION

The Afiya Center seeks a Research Analyst to support research projects and research partnerships, as well as engaging community members in research activities and programming. Under the supervision of the Director of Programs, the Research Analyst will work in collaboration with TAC's Birth Justice and Research team to manage research projects initiatives and activities within the birth justice body of work. This includes, but not limited to literature reviews, community consultations, facilitation of qualitative and quantitative data collection and analysis, coordinating participant outreach and engagement, preparing and disseminating research findings. The Research Analyst will primarily support two core projects centered on Black maternal mental health and improving mortality and morbidity outcomes in North Texas. These projects involve participatory action research and storytelling with under-examined patient populations including but not limited to those who are living with HIV, disabled, formerly incarcerated and currently incarcerated.

The Analyst will participate in ongoing dialogue with TAC staff and community partners to co-design and conduct research that strategically advances key research on Black sexual and reproductive health outcomes. The Analyst's responsibilities will include leading project evaluations, attending internal and external meetings, analyzing data, coordinating and conducting focus groups with community members with respect to their reproductive health and serving as the point person for TAC's key research partnerships with local academic institutions and organizations. The Analyst may be asked to assist with

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research grant writing opportunities, prepare reports, assist with policy analysis on Black maternal mortality, synthesize data as well as peer reviews and/or other publications that offer insight into improving Black maternal health outcomes and overall wellbeing.

The Analyst will have the opportunity to engage in research activities, acquire grant preparation skills, publish scholarly articles, enhance presentation skills, and network in the broader birth justice community. Specifically, the Analyst will be encouraged to take advantage of training opportunities offered by various funding partners. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and Tasks:

- Maintain positive relationships with TAC staff, our affiliate university-based researchers and community partners.
- Co-design and conduct research to advance TAC's birth justice framework.
- Conduct project evaluations.
- Secure research partnerships with local academic institutions and organizations.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- Strong work ethic; takes initiatives to assure that tasks are completed and deadlines are met.
- Work independently with autonomous decision-making and problem-solving working collaboratively in a dynamic setting.
- Be abreast of how anti-blackness differently impacts Black folk in ways that other people of color do not experience.
- Strong knowledge of Reproductive Justice, health, and rights movements as well as emerging movements that either build up or threaten the life of RJ.
- Excellent organizational, communication, and interpersonal skills.

Preferred:

- Interest or expertise in Medical Anthropology, Sociology, Interdisciplinary Fields, Women and Gender Studies, Ethnic Studies.

APPLICATIONS

- Information on the Leading Edge Fellowship Program: <https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships>
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ACLS Leading Edge Fellowship

| | |
|------------------------|---|
| Position Title: | Research Associate |
| Organization: | Thurgood Marshall College Fund |
| Location: | Washington, D.C. |
| Stipend: | \$66,000 in year one, \$70,000 in year two, plus health insurance, \$3,500 per year in professional development funding, and up to \$5,000 for relocation costs |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

The [Dr. N. Joyce Payne Center for Social Justice](#) is devoted to independent research that leads to pragmatic and innovative ideas on how to address the intractable problem of social justice facing society, especially for Black Americans. The mission of the Dr. N. Joyce Payne Center for Social Justice is to influence public policy that improves the lives of Black Americans and all marginalized groups to create a truly just society by conducting and commissioning rigorous policy studies and collecting, supporting, and highlighting research from and about historically Black colleges and universities (HBCUs). Additionally, the Payne Center will support research through a combination of direct funding of academic research via faculty grants; highlighting research and its implications; training the next generation of social justice researchers; and promoting evidence-based recommendations for the creation of more equitable policies.

POSITION DESCRIPTION

The Payne Center at Thurgood Marshall College Fund seeks a Research Associate to support research efforts on public policy issues affecting the lives of Black Americans and other marginalized groups. The Payne Center serves as a forum for research, policy, and practice. The Center conducts funded research, acts as a clearinghouse for HBCU-created scholarship, executes development programs, collaborates with peer entities, and trains the next generation of HBCU-educated social justice researchers.

The Research Associate will be responsible for researching, writing, and editing of reports, white papers, and fact sheets on public policy issues, including but not limited to: Civic Participation & Social Justice; Economics & Wealth Creation; Educational Equity; The Future of Work; Healthy Families & Communities; and/or Organizational Entities. The Research Associate will also assist with the production of the annual report; in-house and commissioned research projects; convening scholars, public policy leaders, social advocates, and solution-makers; managing a consortium of peer research centers; and contribute to the development of the Center's new academic journal.

This role will provide relevant experience in academic or public policy research and writing, nonprofit management, communications, and outreach; development and grants; community affairs. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities & tasks:

- Drafting and disseminating a portfolio of public policy research publications that advances the Payne Center mission of racial equity and economic advancement of African American communities.
 - Up to 3-4 rigorous, high-impact reports per year in 1-2 key policy areas that advance substantive arguments for federal-level reform and rely on high-quality data and analysis.

This position is *only* available through the Leading Edge Fellowship program.
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- 3-4 fact sheets that educate a public audience on key racial equity issues through charts, graphs, and other data visualizations.
- Developing coalition network of other advocacy organizations, contacts on Capitol Hill and at federal agencies, and academics and thought leaders in major Payne Center policy issue areas.
 - Creation of contacts lists and communications protocols to mobilize network, build public support, and exert pressure on policymakers to advance policy goals.
 - A record of legislation and regulatory actions that have originated from research or been shaped by advocacy.
- Creating successful grant applications and/or corporate partnership proposals that help to support the long-term sustainability of the Payne Center; contribute to efforts identifying foundation, corporate, and governmental funding opportunities.
 - 1-2 competitive grant applications per year in topical areas that advance the mission of the Payne Center.
- Contributing to the content management and publication of the Payne Center's new biannual research journal.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- Entrepreneurial mindset willing to develop expertise in key policy areas and further Payne Center initiatives.
- Excellent research and communications skills, with the ability to synthesize information, analyze and interpret data, and communicate findings to the public and policymakers.
- Strong interpersonal skills: the ability to develop networks, strengthen professional relationships, and persuade others of Payne Center positions via oral and written communication.

Preferred:

- Knowledge of, or experience in, one or more of the Payne Center's areas of interest, including student loans, urban renewal/community development, globalization, US/Africa relations, state policy reform/financing, increasing civility/community, college access, and employment.

APPLICATIONS

- Information on the Leading Edge Fellowship Program: <https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships>
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ACLS Leading Edge Fellowship

| | |
|------------------------|---|
| Position Title: | Program Integration Specialist |
| Organization: | University Settlement Society of New York |
| Location: | New York, NY (In person) |
| Stipend: | \$66,000 in year one, \$70,000 in year two, plus health insurance, \$3,500 per year in professional development funding, and up to \$5,000 for relocation costs |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

[University Settlement](#) (USS) is one of New York City's most dynamic social justice institutions, with an impressive legacy as the first settlement house in the nation. For 136+ years, USS has been an anchor in the low-income and immigrant communities where we work, pioneering programs in early childhood care and education, youth development, eviction prevention, literacy, theater and visual arts, senior services, and mental health. Each year, we engage over 40,000 New Yorkers through our network of 30+ sites in Lower Manhattan and Brooklyn. Our mission is to empower residents by building on their strengths and knowledge through provision of a comprehensive set of services that meet the community's current needs, innovative programs that anticipate future needs, and advocacy on behalf of the community and its residents. Core to our mission is our comprehensive spectrum of services for adults over 60, who are the fastest-growing group of New Yorkers, and we have worked hard to integrate services across the agency in response to this opportunity. Older Adults services within USS are organized under the umbrella LEARN (Longevity through Education, Art, Recreation and Nutrition) to make sure our neighbors over the age of 60 have access to programming designed to ensure they are healthy and connected and able to stay in our community by avoiding institutional care as they age.

POSITION DESCRIPTION

USS seeks a Program Integration Specialist to support the delivery of high quality and innovative services to our Older Adults programs with the goals of: promoting a life-long commitment to learning; the ability to live independently; opportunities to stay connected throughout their lives; and the ability to stay healthy in mind and body. The Program Integration Specialist will work in collaboration with all USS LEARN Program Directors and the Older Adults Data and Evaluation Manager. The Program Integration Specialist will be directly supervised by Jennifer Vallone, Associate Executive Director (AED) of Adults, Arts, and Advocacy and mentored by Angelica Bravo, Director of Data, Evaluation, and Learning.

The Program Integration Specialist will become part of a dynamic team and directly improve our service provision through a variety of means. For example, the position will support USS's ability to provide services that are focused, effective, and responsive to community need, through expanding our ability to gather regular community and participant feedback and then design opportunities to incorporate what we learn. In addition, the position will support internal improvements to our participant assessment tools and data collection practices to build an internal culture of using up-to-date data to drive current programming and future offerings. Also, the Program Integration Specialist will work with the AED of Adults, Arts, and Advocacy to develop and facilitate professional development opportunities across all staff positions that work with older adults, to ensure staff are equipped to provide services that are up to date on relevant changes in the field of aging and that meet the needs of our community's elders. The Specialist will also lead special projects, which might include the continued rollout of a project to encourage healthy lifestyles and community building by mapping oral histories from our older adult participants onto interactive online walking tours of our neighborhoods, or the development of data tools completely new to the division,

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including an ROI tool which would help us to demonstrate the impact of our programming and more powerfully advocate for our communities.

The Program Integration Specialist will also have a direct impact on moving staff through a culture shift, internally and externally, that takes us from seeing aging as a deficit to an opportunity and bringing our agency-wide commitment to social justice and the inclusion of all of our neighbors to the day-to-day at the program-level. Additionally, but not finally, the role will promote a shift towards embracing evaluation and data as a method for learning and continuous program improvement. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- Assist with the evaluation of current programming to measure how it responds to our goals to support healthy aging in our community.
- Work with the Data and Evaluation Manager to analyze data for trends and patterns and utilize evaluation results to collaboratively design new partnerships or programming to fill gaps or strengthen existing programming to align with goals across all LEARN sites.
- Partner with Program Directors to create and execute time-limited special projects across LEARN.
- Support organized professional development for staff to ensure we have the expertise to address ongoing or new issues in the field of aging and support internal culture shift in how we think and talk about older adults.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- A commitment to strengths-based community engagement as well as social justice, racial equity, and issues of fairness within underrepresented communities.
- A commitment to support older adults through a lens of opportunity and strength.
- Excellent written and verbal communication skills and an ability to move easily between populations, from diverse community members to high level agency staff and elected officials.
- Planning and organizational skills that support both independent and team work.
- A commitment to high quality project development and project management.
- Creativity, outside-the-box problem-solving skills, and a sense of humor.

Preferred:

- Fluency in a second language, preferably Spanish, Mandarin, Cantonese, or French Creole.

APPLICATIONS

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- Application deadline: 9:00pm EDT, March 15, 2023.

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ACLS Leading Edge Fellowship

| | |
|------------------------|--|
| Position Title: | Program Coordinator, Youth Activation |
| Organization: | Vital Voices Global Partnership |
| Location: | Washington, D.C. (In person) |
| Stipend: | \$66,000 per year in year one, \$70,000 in year two, plus health insurance, \$3,500 per year in professional development funding, and up to \$5,000 for relocation costs |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

At [Vital Voices](#), our mission is to invest in women leaders addressing the world’s greatest challenges – from gender-based violence, to the climate crisis and economic inequities, and beyond. We are “venture catalysts,” identifying leaders with a daring vision for change and partnering with them to make that vision a reality.

We are a leading non-profit that invests in women because they take on the responsibility to improve their communities, their countries, and their societies. By exhibiting visionary thinking and taking risks to innovate, they strengthen laws, create jobs, change cultures and defend freedoms, making change that ripples out into the global community. **NOTE:** Vital Voices asserts that trans women are women. Our programs support any woman- or femme- identifying person.

POSITION DESCRIPTION

Vital Voices seeks an entrepreneurial Program Coordinator (PC) to help expand the [Rising Voices portfolio of programs](#), dedicated to the leadership development of women leaders, ages 18-25. Although they are often more civically and politically engaged than their elders, the ideas of young women are frequently discounted. Built on the premise that in order to forge a brighter future, we must invest in those who will craft it, we engage young leaders in training and mentoring, and provide social-impact funding.

The PC will work with current Rising Voices staff to expand the reach of our programs, which are currently focused on Latin America, and advance the goal of transforming the portfolio into a global one by 2030. Specifically, the PC will report to the Program Manager (PM) of Rising Voices on the Leadership and Social Impact (LSI) team. Together, the PC and PM will work as a team to develop programs that serve the needs of U.S.-based young women, including those who live in the five federal territories and each of our minor outlying islands.

In the first stage of their collaboration, the PC and PM will conduct research on program best practices that account for the intersectional embodied experiences of girls and young women. The PC will oversee this research project and bring their expertise to bear on the very architecture of the new programs. In partnership with the PM, the PC will build the curriculum for the new programs and collaborate with Vital Voices’ development staff to fundraise in stage two. After selecting program participants, the PC and PM will implement programming and facilitate leadership trainings for an audience of young women and girls; this will be stage three. Finally, in stage four, the PC will collaborate with Vital Voices’ monitoring and evaluation staff (MERL) to begin drafting a program report, with the possibility for more in-depth analysis based on reporting timeline. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

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Program Coordination & Facilitation (60%)

- Lead research on intersectional theories of girlhood, draft landscape analysis, and create list of program recommendations and best practices.
- Develop programming for U.S.-based curriculum (in partnership with PM).
- Recruit applications, review applications, and select participants (in partnership with PM).
- Manage logistical and programmatic elements of a leadership training and mentoring initiative: trainings are primarily online/remote, but as many as 7-10 business days of travel, paid for by VV, may be required, based on strategic needs and COVID-19 policies.
- Provide strategic insight for participants and support their growth as leaders.
- Maintain relationships with participant alumnae and facilitate connections across network.

Program Support Activities (30%)

- Coordinate external communications for the program, including website updates, social media promotion (in partnership with Vital Voices' communications department).
- Evaluate program impact by creating surveys and other measurement tools as needed for reports and marketing materials (in partnership with Vital Voices' monitoring and evaluation staff).

Vital Voices Organization Responsibilities (10%)

- Gain familiarity with Vital Voices' work and identify areas for future collaboration.
- Model the Vital Voices commitment to Diversity, Equity, and Inclusion to disrupt and evolve systems and behaviors that negatively impact women and BIPOC employees and network.
- Embrace and Model the Vital Voices guiding principles, values, investment and leadership models with the goal of supporting Vital Voices organizational culture and successes.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- Demonstrated commitment to advancing gender equity.
- Top-notch relationship management skills, particularly building trust. Must be able to work professionally and effectively with high-level partners and sponsors.
- Experience with project management and organizational skills.
- Demonstrated ability to take initiative, self-start, and follow through on long-term projects.
- Ability to operate and collaborate in a dynamic team and to prioritize tasks.
- Demonstrated cultural sensitivity and self-awareness.

Preferred:

- Demonstrated expertise related to gender in the United States, in the five federal territories, and/or in the American minor outlying islands. Examples could include girlhood studies, comparative migration studies in the U.S., expertise in reproductive justice, and/or a demonstrated commitment to activism that accounts for an intersectional approach to gender.

APPLICATIONS

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ACLS Leading Edge Fellowship

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|------------------------|---|
| Position Title: | Community Engagement and Advocacy Manager |
| Organization: | YWCA Metropolitan Chicago |
| Location: | Chicago, IL |
| Stipend: | \$66,000 in year one, \$70,000 in year two, plus health insurance, \$3,500 per year in professional development funding, and up to \$5,000 for relocation costs |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

Founded in 1876, [YWCA Metropolitan Chicago](#) is a social enterprise committed to eliminating racism, empowering women, and promoting peace, justice, freedom and dignity for all. As a leading association among a national network of more than 200 YWCAs, YWCA Metropolitan Chicago impacts tens of thousands of individuals and families annually through comprehensive human services provided across the region. YWCA Metropolitan Chicago is a leading service provider in the areas of sexual violence support services, early childhood and child care provider services, family support services, youth STEM programming, and economic empowerment services. A commitment to racial justice, equity, and inclusion runs through all YWCA activities. Located in the third-largest American city, YWCA Metropolitan Chicago serves as a national incubator for innovative programming, outreach and engagement strategies. Contributing to a diverse and balanced economy, YWCA Metropolitan Chicago is working at the individual and systems levels to create an inclusive marketplace where everyone thrives. The organization is also an active member of many national, state, county and city-level coalitions, advocating for policies that combat racism and positively affect women and families.

POSITION DESCRIPTION

The Community Engagement and Advocacy Manager (CEAM) will work with the Vice President, Policy, Research, & Evaluation (PRE) to implement a human-centered policy and advocacy agenda for the organization. This work will critically support YWCA Metropolitan Chicago's mission and vision by transforming the policy landscape to be more inclusive, ensuring that often-sidelined people and groups are not only heard but also empowered to drive impactful policy change. The fellow's work will involve two key parts: First, the development of community circles that bring together individuals from historically and presently marginalized groups to spark public engagement and inform the organization's policy and advocacy agenda. And second, the translation of these circles' conversations to an enterprise-wide advocacy agenda.

The CEAM will manage the design and facilitation of community circles for YWCA clients and their families across our locations, in-person and virtually. These circles will empower participants, specifically members of historically marginalized groups, to engage in public policy by giving them the necessary resources and tools to advocate for themselves and their communities. Working with YWCA program leadership, the CEAM will identify community circle participants and coordinate logistics for regular in-person and/or virtual meetings. Circles will include an introduction to, and discussion about, local, state, and federal politics, explaining how participants can engage at each level through voting and advocacy. They will also facilitate dialogues that enable participants to determine key issues they want to address via policy and advocacy, and to determine and take steps to advocate for change for themselves and their communities. The CEAM will work with PRE team members to organize opportunities for circles to act on these steps and connect with policymakers and community members as needed to realize their goals. The CEAM will be responsible for reporting on these circles' activities and ensuring that clients' experiences

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and needs are accurately reflected in the organization's policy and advocacy agenda. The CEAM will support the agenda's publication and evaluation, providing significant support to writing the annual policy and advocacy agenda and analyzing its implementation using an equity lens. Over the course of the fellowship period, the CEAM will support the development and dissemination of two annual policy and advocacy agendas and manage quarterly reporting on advocacy developments for the organization. The CEAM will report to the Vice President, Policy, Research, & Evaluation (PRE) and work most closely with the PRE team. The Fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week. This position will require documented proof of full COVID-19 vaccination. New employees will be required to provide proof of vaccination prior to start date.

Responsibilities and tasks:

- Collaborate with YWCA staff to build and manage community circles in line with best practice and organizational standards.
- Prepare quarterly impact reports on community circles and organizational advocacy agenda.
- Present key findings from community circles and impact reports with internal and external stakeholders, including YWCA leadership, Board members, corporate partners, policymakers, and partner organizations.
- Develop connections between local, state, and federal policies and YWCA work.
- Facilitate dialogues among YWCA community circles to ensure advocacy agenda and internal program evaluations are responsive to clients' diverse lived experiences.
- Support the Policy, Research, & Evaluation team in aligning research and evaluation protocols and policy agenda with client experiences.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields in our [FAQ](#);
- Experience managing complex projects, especially research projects that involve coordinating and collaborating with multiple participants and stakeholders;
- Knowledge about and/or interest in current issues affecting individuals and communities experiencing marginalization, including, but not limited to, reproductive rights, gender-based violence, equitable judicial sentencing, and employment protections;
- Excellent facilitator with extensive experience moderating conversations/interviews with diverse participants;
- Interest in participatory research methods and democratic deliberation;
- Experience applying an equity lens, especially with attention to gender and race,
- Alignment with YWCA's mission to eliminate racism, empower women, and promote peace, justice, freedom, and dignity for all;
- Ability to write for a general audience; finalists may be asked to provide a brief writing sample.

APPLICATIONS

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ACLS Leading Edge Fellowship

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|------------------------|---|
| Position Title: | Outcome and Evaluation Manager |
| Organization: | Zora's House |
| Location: | Columbus, OH |
| Stipend: | \$66,000 in year one, \$70,000 in year two, plus health insurance, \$3,500 per year in professional development funding, and up to \$5,000 for relocation costs |
| Start Date: | September 2023 |

ORGANIZATION DESCRIPTION

[Zora's House](#) is a coworking space and leadership incubator located in Columbus, OH that is designed to catalyze and support the dreams that women of color have for themselves, their families, and their communities. Through community building efforts, shared space, and programming, Zora's House works to dismantle barriers of systemic racism and sexism, and to ensure the full participation of women of color in the civic, economic, and cultural life of our community. As one of the very few nonprofits created, led, and shaped by women of color, Zora's House offers a long-overdue space for women of color to share their ideas, develop their leadership abilities, build skills, and work towards their creative dreams – all from a place of authenticity and wholeness.

POSITION DESCRIPTION

Since its founding in 2018, Zora's House has helped over 3,000 women of color to connect with mental health resources; navigate job losses and other COVID-19 related transitions; incubate businesses; and activate their leadership in their families, neighborhoods, and workplaces. Building on this foundation, over the next two years, Zora's House will be engaged in a 6 million dollar comprehensive campaign to expand into a 10,000 square foot, 5 million community hub that will serve as a center for innovation, empowerment, and community change created by and centering women of color; and invest 1.5 million dollars in critical capacity building funds to expand staffing, increase the reach of our high-impact programs and services, and ensure future financial sustainability for Zora's House.

In support of these efforts, the Outcome and Evaluation Manager is an exciting new role that will be central to our organization's commitment to measure program effectiveness. It presents an exciting opportunity to dive into vast amounts of data and help Zora's House tell the amazing story of impact in our community. The ideal candidate will approach the work from a holistic viewpoint of how programs are uniquely tied to impact, and the best ways to introduce synergies between operations and measurement. The Outcome and Evaluation Manager will drive evaluation efforts at Zora's House to a new level of sophistication, developing and implementing new opportunities to build knowledge and evidence with an eye toward long-term growth, sustainability, and program refinement.

The ideal candidate will have experience with research, analyzing qualitative data and basic quantitative data, and creating evaluation tools such as surveys, focus groups, etc. and will have support from Zora's House staff in transitioning these skills into a non-profit setting. Experience engaging in racial justice and gender equity efforts is a plus. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

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- Work with the CEO and Program Manager to develop and iterate key impact frameworks and metrics for our programs and organization (i.e. help find the best way to measure the “magic” of Zora’s House).
- Engage with staff throughout the organization to understand their evaluation and data needs.
- Create and implement data collection instruments, such as surveys and questionnaires, as well as focus groups and interviews; and create or amend existing tools to better align with desired program outcomes.
- Develop helpful and meaningful data analysis and reports that capture programmatic progress, key performance indicators and outcomes for internal and external stakeholders.
- Work with communications and development teams to transform data points into compelling stories that educate and inspire our stakeholders.
- Actively contribute to the implementation of organizational strategic goals and objectives; help advance the mission and values of Zora’s House.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- You have an inquisitive mind that loves data and explaining why and how things work!
- When conducting evaluations, your communication and interpersonal skills would make you a winner with staff, program participants, and stakeholders.
- You are familiar with designing and executing common data collection methods, including surveys, interviews, and focus groups; and can perform basic quantitative data analysis (i.e. proficient in Excel) and interpretation.
- You view this role as an exciting opportunity to dive into vast amounts of quantitative data and help Zora’s House tell the amazing story of impact in our community.
- Most importantly, you’re passionate about our mission and what you don’t know, you're willing to learn!

APPLICATIONS

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