



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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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.

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