



ACLS Leading Edge Fellowship

Position Title:	Research & Policy Associate
Organization:	College Access: Research & Action (CARA)
Location:	Hybrid (currently 2 days/week) in office, New York, NY
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance, professional development funds, and relocation funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

[College Access: Research & Action](#) (CARA)'s mission is to ensure that first-generation college students, low-income students, and students of color have the knowledge and support necessary to enroll in and persist through post-secondary education. While these students need opportunities to learn about college and career pathways, most public high schools and institutions of higher education are not structured to provide this assistance. CARA's peer-to-peer programs, whole school coaching, and research and policy initiatives work to address these inequities. We work with high schools, community-based organizations, and higher education institutions to shift postsecondary guidance from being an 'enrichment for some' to an 'entitlement for all.'

POSITION DESCRIPTION

CARA conducts applied research on issues of postsecondary access and success in order to 1) study and share best practices; and 2) advocate for city, state, and federal policies that create more equitable pathways to and through college for underserved students. We draw on qualitative, quantitative, and participatory research approaches to elevate issues of educational justice in the communities where we work and publish our findings in a range of arenas. Our goal is to bring the voices of those most affected by educational policies—young people and educators—into conversations that shape policy at all these levels.

The Research & Policy Associate will join CARA's Research, Evaluation & Policy team in New York City to conduct original qualitative research, write policy reports, and refine CARA's policy communication strategies. As part of this team, the Research & Policy Associate will work on 3-4 original research projects over the course of two years. This will involve project design, data collection (including interviews, focus groups, and youth participatory action research (YPAR)), and data analysis. All of these projects will be completed as part of a small team, supervised by the Director of Policy Research, providing opportunities for both guided instruction in new research methods and opportunities for independent work. For examples of past research projects, see [Organizing for Access: Building School Capacity to Support Students' Postsecondary Pathways](#) & [Obstacles & Opportunities: Supporting College & Career Access for Immigrant Students](#). Potential future projects include studying how peer-to-peer advising can support first-generation student success and an analysis of school- and district-level conditions necessary for equitable postsecondary advising.

In addition to conducting research, the Research & Policy Associate will focus on writing and strategic policy communication. This will involve writing long-form policy reports based on the research above, [shorter articles for educator publications](#), [op-eds](#), and CARA's direct communications (i.e. newsletters

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and policy one-pagers). These shorter pieces will provide an opportunity to work with CARA's peer leaders and program staff to translate research into accessible, policy- and practice-focused publications.

Over the past few years CARA has gone from a small NYC-focused organization known for the quality of its connections to educators and students, to an organization with a growing national presence and stronger ties to funders and policymakers. One of the goals of the Research & Policy Associate will be to help CARA refine its policy communications strategy to maintain its focus on elevating underserved students' voices while also broadening its relevance to educators, funders, and policymakers across the country. There will also be opportunities to present at local and national policy conferences, as well as to participate in publishing and strategically amplifying report findings. This role will prepare the associate for research and policy positions in education and human services-related nonprofits, government organizations, and think tanks. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- Work on 3-4 original research projects as part of a small team, covering project design, data collection (including interviews, focus groups, and youth participatory action research (YPAR)), and data analysis. By the end of the fellowship term, the Research & Policy Associate can expect to work on at least two of these projects from conception to published report.
- Write at least two additional short-form pieces, such as articles for educator magazines, op-eds, blogs, or policy one-pagers.
- Periodically contribute to CARA's communications (i.e. newsletters and social media).
- Collaborate with the Director of Policy Research to create a policy communications playbook for CARA. Based on the associate's background and interest, this may involve studying the policy and communications strategies of similar organizations, creating power maps of key issues, and/or building relationships with education media.
- Collaborate to present CARA research at local and national policy conferences (ideally 1-2 over the fellowship term).

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Outstanding analytical and writing skills, including experience executing research and writing projects from initial concept stage to final drafting.
- Familiarity working with qualitative data, from data collection to analysis, such as interviews, observations, survey responses, and literature reviews.
- Lived, professional, or research experience connected to educational and postsecondary access experiences of low-income, first-generation, and BIPOC students.

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: 9:00 PM EDT, March 13, 2024.

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ACLS Leading Edge Fellowship

Position Title:	Policy Analyst, Racial Equity
Organization:	Center for Law and Social Policy (CLASP)
Location:	Hybrid (currently 4 days/month) in office, Washington, DC
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance, professional development funds, and relocation funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

[The Center for Law and Social Policy](#) (CLASP) is a national, nonpartisan, anti-poverty organization advancing policy solutions that work for people with low incomes and people of color. We advocate for public policies and programs at the federal, state, and local levels with the goals of eliminating poverty, improving the lives of people with low incomes, and advancing racial and economic justice. Our solutions directly address the barriers individuals and families face because of race, ethnicity, low income, and immigration status.

CLASP's policy work is carried out by five teams, focusing on Child Care and Early Education, Education, Labor and Worker Justice, Immigration and Immigrant Families, Income and Work Supports, and Youth and Young Adults.

POSITION DESCRIPTION

CLASP seeks a Policy Analyst to support one or more CLASP teams in their understanding of the historical context that has created today's inequities and policies and in effectively incorporating this knowledge into their policy analysis, advocacy, and technical assistance. The Analyst will also have the opportunity to participate in policy analysis, advocacy and technical assistance on specific topics to be determined based on their own interests and the policy environment at the time of the Fellowship. The Policy Analyst will report to the Deputy Executive Director for Racial Equity, and will be in partnership with the policy teams.

In 2021, CLASP staff, working in partnership with academics, CLASP board members, and community partners, developed a Racial Equity Policy and Advocacy Framework, as a tool for CLASP policy teams to use in their work from high-level planning to individual projects. One of the key steps identified as part of this framework is "Analysis of Policy in Historical Context, With Attention to Root Cause." This project would result in teams more consistently having the skills and knowledge to incorporate a historical perspective on their issue area with respect to how disparities and inequities are rooted in anti-Blackness, xenophobia, and other forms of racism. This project would prepare the fellow for a career in policy advocacy and technical assistance. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- Support CLASP teams in their understanding of the historical context that has created today's inequities and policies and in effectively incorporating this knowledge into their policy analysis, advocacy, and technical assistance.

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- Participate in policy analysis, advocacy and technical assistance on topics related to the work of the CLASP policy teams. Specific activities to be determined based on the interests of the Fellow and the policy environment at the time of the Fellowship.
- Serve as a capacity-builder with policy teams by leading relationship and other asset mapping efforts of CLASP partners.
- Help increase institutional knowledge and capacity for staff by participating in the creation and implementation of racial equity trainings and culture building activities.
- Serve as a project manager for racial equity initiatives, both internally and externally.
- Co-author racial equity external communications with racial equity team members, including blogs, articles, Op-Eds, etc.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- The successful candidate will have a passion for driving change on behalf of, and in partnership with, students, workers, and families with low incomes as well the commitment, skills, and experience to work with others to make that change happen.
- A strong desire to learn and expand their policy and advocacy skills through individual and collaborative projects and research.
- Interest in developing an understanding of the historical roots of today's inequities, and incorporating this understanding into advocacy.
- Demonstrated commitment to CLASP's mission of reducing poverty and improving the lives of people with low incomes.
- Commitment to understanding the structural implications of income and inequities based in racial and ethnic discrimination on communities, families, and individuals.
- Commitment to promoting equity through policymaking.
- Ability to flexibly apply existing skills and knowledge to new content areas, tasks, or projects—and to do so with increasing independence.
- Demonstrated written, oral, and digital communication skills with the ability to write for multiple audiences (e.g., policymakers, advocates, and the general public).

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ACLS Leading Edge Fellowship

Position Title:	Communication Manager
Organization:	City Bureau
Location:	Hybrid (currently 1 day/week) in office, Chicago, IL
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance, professional development funds, and relocation funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

[City Bureau](#) is a Chicago-based media lab reimagining journalism as a direct service to democracy. We equip people with skills and resources, facilitate critical public conversations, and produce information that directly addresses people's needs. Our work is rooted in a belief that an equitable information system is the foundation for a just democracy, and our long-term vision is a world in which every community is equipped with the tools it needs to eliminate information inequity and further liberation, justice, and self-determination.

Amid a deep crisis in local journalism, City Bureau has emerged as a leader in developing new models. Founded in 2015, City Bureau has grown rapidly from a volunteer organization hosting free workshops out of a coffee shop to a nonprofit with four programs, more than 24 full time staff, serving hundreds of people in Chicago communities. We also make an impact nationally by supporting and convening organizations to grow and strengthen participatory media as a field. Our national Documenters Network is at the forefront of a movement to reimagine journalism as a public good. In just a few years, our team has created a national people-powered reporting network built on our custom Documenters.org platform, and we provide support, collective learning opportunities, and more to 15+ partners across the country.

POSITION DESCRIPTION

City Bureau seeks a creative and sharp Communications Manager with a focus on multimedia storytelling to strengthen our research and storytelling capacities. The role involves researching and crafting compelling content that spotlights the impact of City Bureau and our national Documenters Network, effectively engaging stakeholders, supporters, and the public.

Through storytelling and strategic communications, the Communications Manager will support audience engagement goals and content priorities, while contributing to overall content strategies with the team. This role is pivotal in translating various dimensions of City Bureau's local and national impact into engaging digital content, by amplifying stories of more than 15 dynamic partners doing local community work in a variety of ecosystems. We measure our impact through 12 outcomes that fall into the categories of civic knowledge, generative relationships, information economy skills, and information system resilience. By working with our team to generate story ideas, analyzing trends in the data, and illustrating examples of impact outcomes in engaging ways—including stories of individual Documenters across the country, partner profiles, and more—the Manager will help us tell institutional stories and build deeper connections with current and potential audiences.

The Communications Manager will create and project-manage original written and multimedia content with a particular emphasis on two content pillars: impact and community storytelling (75%). They will

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also support content workflows on the communications team by editing blog posts, email and social copy, video scripts, and web copy (25%). Project examples include slide decks, blog posts, reports, partner profiles, videos, templates, and visual explainers, in support of broader engagement and brand goals.

As part of the Communications and Development team, the Manager will be supervised by the Director of Communications, work closely with the team, and collaborate regularly with program staff to generate stories about our impact. This role will help the fellow to develop new capacities and prepare for careers in nonprofit communications and social impact storytelling. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- Support City Bureau's impact storytelling strategy and lead its execution, highlighting the transformative effects of participatory media initiatives on individuals, communities, and broader ecosystems.
- Collaborate with program teams to research and identify story opportunities and translate data, news, and partnerships from our programs and national network into impactful narratives that resonate with stakeholders and supporters.
- Create compelling multimedia content, including blog posts, videos, presentations, infographics, and other visualizations to communicate the organization's impact and support key messages.
- Support clarity and consistency by contributing to editing workflows in the Communications and Development team.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Exceptional writing and editing skills with a keen awareness for different audiences, proven experience in writing for the public.
- Experience editing and creating content based on style guides and voice/tone guidelines.
- Advanced project management skills and facility with tools that support collaborative workflows.
- Strong copywriting and multimedia production skills (graphic design, data visualizations, and/or video editing), and comfortable working with media, including social media and online platforms.
- Passion for civic engagement and social change, and for telling stories that connect specific examples to larger narratives.
- Demonstrated ability to balance multiple projects in a fast-paced environment and advance projects while navigating some degree of uncertainty.
- Ability to work largely independently and with an anticipatory and entrepreneurial mindset.

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ACLS Leading Edge Fellowship

Position Title:	Archive Distribution Specialist
Organization:	Educational Video Center
Location:	Hybrid (currently 4 or 5 days/week) in office, New York, NY
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance, professional development funds, and relocation funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

[Educational Video Center](#) (EVC) is an award-winning non-profit youth media organization dedicated to teaching documentary video as a means to develop the artistic, critical literacy, and career skills of young people, while nurturing their idealism and commitment to social change. Founded in 1984, EVC is an internationally acclaimed leader in youth media education.

EVC's media-arts education programming and broader initiatives help young people heal, grow, and thrive as learners, leaders, and artists; build capacity of teachers and public schools to create transformative learning environments; and use original media to disrupt systems and narratives harming BIPOC youth and their communities.

POSITION DESCRIPTION

The Archive Distribution Specialist will oversee the maintenance and dissemination of our living archive of award-winning youth-produced films and ensure alignment with anti-oppressive practices. Traditional archives and media distribution systems often replicate systemic harm, and the Specialist will explore and build equitable approaches to these practically necessary but often problematic systems and associated methods. This role is an opportunity for innovations that are anti-oppressive, BIPOC-affirming, and revolutionary.

The Specialist will oversee a multitude of distribution channels at EVC including our virtual screening series, Docs & Dialogue co-hosted by alumni and featuring guest speakers; film festival submissions and coordinating youth/alumni participation; school and community screenings; and support EVC's groundbreaking new project, the first-ever video licensing platform to distribute and monetize video youth-produced content to mainstream media. The Specialist will also work with our intergenerational Alumni Advisory Council to help develop anti-oppressive licensing and distribution practices at EVC. The Specialist will help identify and cultivate external partnerships, creating visibility opportunities, curating interpretive humanities events for the public that feature EVC archives, and building audiences. Plentiful mentorship and learning opportunities relevant to archive distribution, from the community to industry expert level, accompany this role to support fellows transitioning into this sector as needed. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

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Responsibilities and tasks:

STRATEGY (10%):

- Work alongside the leadership team (Executive and Deputy Directors) to develop multi-channel distribution strategies, goals, and archive dissemination plans in alignment with anti-oppressive values and practices.

DOCS & DIALOGUE (30%):

- In collaboration with a team of staff and EVC alumni, coordinate and co-curate our bimonthly virtual screening series, Docs & Dialogue, including identifying themes and films from the EVC archives, identifying, and preparing speakers, drafting event materials, conducting outreach, as well as collecting and analyzing event data.

FESTIVALS & SCREENINGS (10%):

- Coordinate all aspects of film festival submissions, proactively organizing school and community screenings.

ARCHIVE LICENSING (50%):

- Helps develop EVC's archive ethics guidelines and practices in collaboration with EVC alumni advisors, leadership team and other stakeholders.
- In collaboration with the Executive Director coordinate day-to-day video licensing platform management; coordinate licensing inquiries and negotiations, marketing initiatives and new partner development.
- Ensures accurate and up-to-date inventories and reconciliation of archives and records, including metadata.
- Analyze user and usage data, and prepare regular reports on engagement and trends and provide insights.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Cultural fluency: a track record working directly with or as part of institutions that serve BIPOC communities.
- Relational and collaborative approach to work; entrepreneurial mindset.
- Strong editorial judgment, intellectually curious, well-read, and abreast of current events.

APPLICATIONS

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ACLS Leading Edge Fellowship

Position Title:	Manager of Learning and Impact
Organization:	Full Spectrum Features
Location:	Remote (based in the US)
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance and professional development funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

[Full Spectrum Education](#) is a division of [Full Spectrum Features](#), a Chicago-based nonprofit organization dedicated to driving equity in the independent film industry and providing education about social and cultural issues through the power of cinema. Full Spectrum Education shares stories and histories of communities that are often obscured in the national narrative of the United States. Working with those communities, we create films and multimedia learning tools that spark empathetic learning – and we ensure these resources are open and accessible to all. In this way, we work for educational justice.

POSITION DESCRIPTION

Full Spectrum Features (FSF) seeks a Manager of Learning and Impact to help lead the design, development, and evaluation of the educational curricula embedded in our cinematic digital history projects. Working closely with and reporting to the Director of Education and Research, the Manager of Learning and Impact’s primary focus will be organizing, developing, and co-designing a healing-based educational curriculum based on social-emotional learning (SEL) and trauma-informed pedagogies for a project on Japanese American history, *Reckoning with Redress*.

The Manager of Learning and Impact’s top priority will be *Reckoning with Redress*, which focuses on the Japanese American Redress Movement and its promises and consequences for present-day Black reparations efforts. This project is the third in FSF’s trilogy of cinematic digital history projects on Japanese American histories, and builds on the first two projects in the series: [The Orange Story](#) (2015) and [Resettlement: Chicago Story](#) (2022). These projects are open educational resources (OERs) that combine an original short narrative film – a story based on true events and real life, gleaned from close collaboration with community members and elders – with an immersive learning website that carries the film’s story into educational themes that learners can explore, loaded with primary and secondary sources curated by leading scholars and educators. The Redress Movement and the 1981 Commission on Wartime Relocation and Internment of Civilians (CWRIC) hearings – which together made possible the Civil Liberties Act of 1988 – are part of a larger healing process for the Japanese American community, and we see this story as having hard-earned lessons and repercussions for other current movements for racial justice and healing.

The Manager of Learning and Impact will collaborate with FSF’s Director of Education as well as project partner Sarah Sheya, manager at Harvard University Graduate School of Education’s [Project Zero](#) and founder and director of [JusticexDesign](#), to design a K-12 curriculum that will examine the history of the Redress Movement through a healing- and justice-centered pedagogical framework that will be fully and freely accessible for all learners, teachers, and community members. They will be responsible for

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evaluating the curriculum of our earlier projects in order to identify key opportunities for improvement, consulting with educators, and testing aspects of the curriculum with diverse learners in myriad educational spaces. A secondary focus for the Manager of Learning and Impact will be to track FSF's curricular offerings with Common Core, state standards, and justice-oriented learning standards in order to create resources for educators across the nation to position teaching of hidden histories through humanistic inquiry. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- Lead the research and design of a healing-based educational curriculum that interfaces seamlessly with an immersive, fully accessible website for the film and learning materials.
- Work with healing and justice practitioners and educators to build space for mindful dialogue, intentional listening, thoughtful sharing, and critical dissent.
- Coordinate with project partners and drive the curriculum development forward with discernment, balancing ambition with the cultivation of care and trust.
- Conduct research to determine the best models to use for the digital learning tool.
- Identify innovative K-12 classroom tools and teaching methods that utilize narrative cinema as a key driver of student interest and empathy.
- Facilitate research team of scholars and educators on content specific curation of learning themes, primary and secondary sources.
- Organize, track, and present (in writing and speaking, formally and informally) ongoing research and curriculum development efforts to diverse audiences, including funders.
- Build strategic relationships with educators and administrators in high schools, colleges, and universities.
- Document and track the political and educational landscape of states mandating Ethnic Studies and Asian American history, and those outlawing anti-racist pedagogies like Critical Race Theory.
- Travel to conferences and community events to represent the project as needed (all travel costs will be covered by FSF).

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Demonstrated commitment to racial/gender/accessibility justice and equity.
- Experience in designing and/or evaluating learning materials and tools, ideally for a broad range of learners (e.g., developing college or K12 courses, critical engagement with educational technology, or developing learning modules for community groups or adult learners).
- Excellent writing, research, and presentation skills; the ability to summarize and synthesize for a nonspecialist audience.
- Excellent organizational skills and attention to detail.

APPLICATIONS

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ACLS Leading Edge Fellowship

Position Title:	LGBTQ+ Health Equity Research Specialist
Organization:	GLMA: Health Professionals Advancing LGBTQ+ Equality
Location:	Remote (based in the US)
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance and professional development funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

Founded in 1981, [GLMA: Health Professionals Advancing LGBTQ+ Equality](#) is a national organization committed to ensuring health equity for lesbian, gay, bisexual, transgender, and queer (LGBTQ+) individuals, and equality for LGBTQ+ health professionals in their work and learning environments. To achieve this mission, GLMA utilizes the scientific expertise of its diverse multidisciplinary membership to inform and drive advocacy, education, and research.

POSITION DESCRIPTION

The LGBTQ+ Health Equity Research Specialist will play a pivotal role in stewarding GLMA's research priorities to advance LGBTQ+ health equity, including supporting our Lesbian Health Fund advisory committee and GLMA's research partnerships. The Research Specialist will also complete a research project specifically focused on gender-affirming care access. In the face of recent legislative developments, this research project is dedicated to comprehensively understanding the evolving landscape of gender-affirming care access and its effects on health professionals and patients. Gender-affirming care bans have introduced significant challenges to the provision of gender-affirming healthcare, and it is imperative to assess their impact, identify potential solutions, and advocate for equitable healthcare practices. Utilizing a combination of quantitative and basic qualitative research methods, this project aims to uncover the multifaceted consequences of these bans on healthcare professionals and patients, culminating in a series of comprehensive reports with actionable recommendations. The Research Specialist will report directly to the Executive Director. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- **Evaluation and Review:** Serve as the main liaison to the Lesbian Health Fund Advisory Committee, assisting with the annual grant application, review, and award process.
- **Research and Analysis:** Conduct comprehensive literature reviews, gather data, and analyze information related to gender-affirming care, healthcare policies, and LGBTQ+ health disparities.
- **Data Collection:** Develop and implement surveys, interviews, and data collection methods to gain insights from healthcare providers, trans and non-binary individuals, and relevant stakeholders.
- **Policy Analysis:** Examine existing and proposed policies affecting gender-affirming care access, including bans, restrictions, and regulations, and assess their impact on healthcare professionals and patients.
- **Report and Publication:** Compile research findings into a comprehensive report and several short-form reports.

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- Advocacy and Outreach: Collaborate with GLMA's advocacy team to engage in advocacy efforts aimed at promoting equitable access to gender-affirming care and raising awareness about LGBTQ+ health disparities.
- Stakeholder Engagement: Build and maintain relationships with healthcare professionals, LGBTQ+ organizations, and policymakers to facilitate collaboration and knowledge sharing.
- Deliver a full report and several smaller reports with recommendations for health professional support and education, strategies to promote continuity of care, and advocacy initiatives.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Strong qualitative research skills, including interviews, survey responses, and/or textual analysis.
- Proficiency in basic quantitative research methodologies (descriptive statistics experience, in particular) and experience in conducting academic or policy research.
- Excellent Communication: Strong written and verbal communication skills, including the ability to write for both academic and public audiences.
- Advocacy Skills: A passion for LGBTQ+ health equity and advocacy, with the ability to engage in public advocacy efforts.
- Project Management: Demonstrated project management experience, including the ability to plan, execute, and complete research projects.
- Collaborative Mindset: An ability to work collaboratively with diverse stakeholders, including healthcare professionals, community organizations, and policymakers.
- Subject Matter Experience: A baseline knowledge and understanding of the unique experiences of LGBTQ+ people in healthcare settings. (Lived experience as an LGBTQ+ person is considered sufficient for the role.)

Preferred:

- Policy Knowledge: A solid understanding of healthcare policy, particularly in relation to LGBTQ+ health issues.

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ACLS Leading Edge Fellowship

Position Title:	Research & Organizing Manager
Organization:	Hand in Hand: The Domestic Employers Network
Location:	Hybrid (currently 1 day/week) in office, New York, NY or Philadelphia, PA
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance, professional development funds, and relocation funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

[Hand in Hand: The Domestic Employers Network](#) (HIH) is a national organization that organizes to win domestic worker rights and fair labor practices in the home. We organize people who employ domestic workers—nannies, house cleaners and home attendants—to fight for policy changes that bring equity to workers as well as address access to care and caregiver shortages. We engage in widespread employer outreach and education through the production of resources, workshops and webinars to support employers to follow the law and make their homes fair workplaces. HIH is a fiscally sponsored project of Bend The Arc: A Jewish Partnership for Justice.

Hand in Hand hosts a growing national employer education program that both provides information to domestic employers, but also collects data on employer practices. Through partnerships with local and national government agencies, and domestic worker organizations we are expanding our reach to employers to educate them on what it means to employ someone in the home fairly and according to the law.

POSITION DESCRIPTION

Reporting to Hand in Hand's Deputy Director, the Research and Organizing Manager will be part of Hand in Hand's employer organizing and education team, working closely with the Lead National Organizer and Sr. Communications Director to gather, analyze and synthesize data to document evolving domestic employer practices. The fellow will work to incorporate data analysis in relationship to our organizing and employer education work—in particular surrounding local and national Domestic Worker Bills and Rights and the implementation of those policies.

The Research and Organizing Manager will participate in campaign planning, produce reports, and synthesize data collection to help create and uplift the narrative that shows that both domestic workers and employers benefit when jobs are good and fair. The position will help us develop surveys for our base, participate in employer outreach campaigns, create materials to educate employers on laws and best practices, as well as strategize and create innovative solutions to reach domestic employers on a wide scale. The ideal candidate is someone who is energized by innovative organizing models, and has a passion for worker justice, especially as it relates to women of color and immigrant women domestic workers. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

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Responsibilities and tasks:

- Contribute to core research relating to the education and implementation surrounding local, state and national Domestic Worker Bills and Rights.
- Document employer experiences and changing practices through data collection, analysis of publicly available data and interviews with key stakeholders.
- Participate in employer workshops, evaluate responses from participants to help improve and focus employer outreach and measure impact of employer education.
- Use Hand in Hand's CRM database, EveryAction, to develop surveys for our base as well as participate in data collect and evaluation.
- Contribute to content creation, including employer education outreach materials.
- Create reports.
- Gather key data points to help us push our campaigns and policy implementation work forward.
- Occasional travel for team meetings and retreats.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Experience with participatory research strategies and research methods for social change, including surveys and interviews.
- Ability to write clearly and accessibly to communicate with broad audiences.
- Ability to work across lines of difference, including older adults, people with disabilities, parents and communities of color across class to support members of these groups to participate in solution building for problems within our care economy.
- Has an understanding of issues facing low-wage, immigrant workers and workers of color.
- Possesses strong project management and time management skills, and is highly organized.
- Has excellent communication skills.
- Is an active listener with the ability to receive and give feedback.
- Is able to work well with others, build effective relationships, and foster leadership in others particularly among diverse groups of people.
- Willingness to learn about organizing, and to work outside of their comfort zone and produce content in a range of formats.
- Is able to work independently (remotely) and holds high standards for one's work.
- Shares alignment with Hand in Hand's mission.
- Energized by innovative organizing and popular education models.
- Has a passion for worker justice, especially as it relates to women of color and immigrant women domestic workers.
- Proficiency with Google Suite, Dropbox and social media platforms such as Facebook, Instagram, and X and is comfortable learning new technology.

Preferred:

- Experience with customer relations management (CRM) software, databases, and/or approaches to data management.

APPLICATIONS

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- All applications must be submitted through the ACLS Online Fellowship Application System (ofa.acls.org).
- Application deadline: 9:00 PM EDT, March 13, 2024.

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



ACLS Leading Edge Fellowship

Position Title:	Narrative Research Specialist
Organization:	Justice Action Center
Location:	Remote (based in the US)
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance and professional development funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

[Justice Action Center](#) (JAC) is a startup social justice organization that combines the power of storytelling with impact litigation to advance immigrant justice. We focus on fulfilling unmet needs historically overlooked in the nonprofit immigration space through creative communications and legal strategies that center the needs and experiences of our plaintiffs. JAC's values include impact, creativity, and collaboration. To meet the challenges of the current moment, we welcome and embrace fresh ideas and experimentation across our storytelling and litigation work.

JAC is permanently a fully remote office, with 10 staff based throughout the country. We're looking for a skilled Narrative Research Specialist based in the U.S. to implement strategies that amplify otherwise overlooked immigrant issues.

POSITION DESCRIPTION

JAC seeks a Narrative Research 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 closely with the rest of the department, composed of the Deputy Director and Communications Coordinator.

The Specialist's work will include engaging with JAC's clients and other impacted individuals to create content that centers migrant voices; developing storytelling strategies to support JAC's work; and applying their research expertise to help shape public narratives.

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. In addition, the Specialist's responsibilities will include occasional travel to the California/Mexico border for story collection. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

Storytelling (35%)

- Work with clients and other 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.

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Narrative Research (35%)

- Research narratives on migration in the U.S. over time.
- 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.

Advocacy Research (30%)

- 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 advocacy efforts.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Familiarity with immigrants' rights issues and/or experience with narrative/messaging research.
- Ability to engage with tough questions in a thoughtful, respectful, 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, including Spanish and Haitian Kreyol.
- Experience working with directly impacted communities.
- Graphic design and/or videography experience to create visually engaging content.

APPLICATIONS

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ACLS Leading Edge Fellowship

Position Title:	Program Impact Manager
Organization:	Lenox Hill Neighborhood House
Location:	In person (5 days/week), New York, NY
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance, professional development funds, and relocation funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

[Lenox Hill Neighborhood House](#), widely recognized as one of New York's premier human services providers, is a 129-year-old settlement house that provides an extensive array of integrated, high-quality, person-centered programs and services that significantly improve the lives of 16,000 people each year, ages 3 to 103, on the East Side of Manhattan. The individuals we serve include older adults, homeless and formerly homeless adults, children and families, recent immigrants, adult learners, and more. Our caring staff of social workers, teachers, mental health professionals, cooks, artists, care managers, and many more support our clients' independence and well-being to help them thrive in their communities.

Our historic services include diverse Older Adult Services, a nationally recognized Early Childhood Center, Homelessness and Housing programs, farm-to-institution Food Services, The Teaching Kitchen® at Lenox Hill Neighborhood House, Adult Education, Visual and Performing Arts, Fitness and Aquatics, and more. For more information, please visit lenoxhill.org and check us out on [Facebook](#) or [Instagram](#).

POSITION DESCRIPTION

Lenox Hill Neighborhood House is seeking a Program Impact Manager to assess and recommend improvements to our client-facing programs, ensuring continued growth, innovation, and impact in our service to the community. As part of the Program Management team, the Program Impact Manager will work with program leadership, administration, and performance management staff to evaluate the effectiveness of our programs and services, researching and documenting the measurable outcomes of our work in our community and our clients' lives. They will collaborate internally and externally to analyze and report on the evolving needs of our communities, reaching out directly to clients when appropriate to center their perspectives. We are looking for a key organizational critical thinker, problem-solver, and innovator who can identify improvements for collaborative implementation on macro and micro levels.

The Program Impact Manager must be committed to a range of projects, working across multiple fields of human services and with populations representing the full diversity of New York City. The goal of this position will be to deliver actionable research to inform organizational practice and policy and better position the Neighborhood House to address the needs and interests of our community. The Program Impact Manager will work primarily and initially with three of our core programs: The Teaching Kitchen and Food Services (farm-to-institution food preparation and meal service, nutrition education, and training for other nonprofits); Network Older Adult Center (comprehensive social services, arts and wellness programs, healthy food and community for older New Yorkers); and Early Childhood Center (social, emotional and educational development and integrated services for preschool children and their families). Projects could include assessing the impact of our local food sourcing on food equity and

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

sustainability across New York State, identifying measurement indicators of older adult client wellbeing, or tracking student and family progress over the two years students may spend in the ECC.

The Program Impact Manager will report to Rachel Bender, Chief Program Officer, and will work closely with program leaders, our Data, Evaluation and Performance Management team and staff across our integrated settlement house. The successful candidate will possess the interpersonal and organizational skills necessary to work directly with clients and a variety of key stakeholders, ranging from government representatives to nonprofit partners, advocates, and policy experts. The ideal candidate will thrive in an engaged and vibrant community setting and be committed to supporting our mission-driven programs. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- Design and carry out community needs assessments combining research, surveys, interviews, etc.
- Work with program staff to implement newly created logic models and theories of change, and with the Data, Evaluation and Performance Management team to identify measurement indicators to track program effectiveness and outcomes in our communities.
- Work with senior staff to use our abundant organizational data capabilities for new purposes, interpreting and finding themes and stories within existing data and data sets to further our impact and evidence-based decision making.
- Translate technical data into high-level messages and visualizations for a broad audience.
- Conduct policy research, create internal reports, and build relationships with community partners.
- Identify and work toward program improvements, expansion, and funding opportunities.
- Provide programmatic, operational, and administrative support to programs and departments by collaborating effectively with all Neighborhood House staff.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Interest in human services and commitment to social justice and diversity, equity, and inclusion.
- Excellent oral and written communication and presentation skills and MS Office proficiency.
- Excellent qualitative research proficiency and data evaluation skills, including textual analysis, interviews, and survey responses.
- Project Management skills and ability to work independently or as part of a team.

Preferred:

- Spanish or Chinese fluency, to best communicate directly with our clients.

APPLICATIONS

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ACLS Leading Edge Fellowship

Position Title:	Public Programs and Engagement Specialist
Organization:	Los Angeles Poverty Department (LAPD)
Location:	Hybrid (currently 3 days/week) in office, Los Angeles, CA
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to health insurance stipend, professional development funds, and relocation funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

Deeply rooted in Skid Row across a 38-year history of documentation and artmaking in collaboration with community members, [Los Angeles Poverty Department \(LAPD\)](#)'s core mission is to give voice to and strengthen the downtown Los Angeles neighborhood of Skid Row, where the densest population of unhoused people, low- to no-income housing, and services are located. We create deeply researched performances and multidisciplinary artworks that connect the experience of people living in poverty to the social forces that help shape their lives and communities. Our goals are to strengthen community, foster public dialogue, and help give community members a voice in policy making that affects their lives. We work collectively to resist gentrification and displacement, and change the dominant narrative about people living in poverty.

Since we opened the Skid Row History Museum and Archive (SRHMA) in 2015, we have created a thriving arts and community space, hosting more than 200 annual public programs—LAPD-created and curated exhibitions and installations, workshops and performances, conversation events, community meetings, screenings, story shares, and open mic nights, as well as serving as a cooling center on hot days. SRHMA also houses physical and digital archives documenting the community, and makes these publicly available through onsite facilities and a digital platform. Our exhibitions and programs also contribute to the archives through public participatory research and oral history collection. We ensure that the voices of people experiencing poverty are uplifted and documented as a means to assert their human rights.

POSITION DESCRIPTION

Los Angeles Poverty Department (LAPD) seeks a Public Programs and Engagement Specialist to join our small team of community-engaged artists, archivists, and researchers to examine lessons learned from emergency health care and housing provided to unhoused individuals in Los Angeles during the pandemic, and to publish a book documenting these findings. LAPD has worked with the Director of the LA County Quarantine Medical Sites for the last three years to document the experiences of health care providers and those with whom they worked. A selection of these materials will be used to create an immersive exhibition entitled “Welcome to the COVID Hotel.” The Specialist will be responsible for organizing, promoting, and documenting public programs in affiliation with the exhibition as well as working with community members to conduct public participatory research and oral histories with Skid Row residents who received health care and/or housing provided through Project Roomkey, Project Homekey, and other emergency measures enacted during the pandemic. Reporting to the Executive Director John Malpede, and working collaboratively with Malpede and Associate Artistic Director Henriette Brouwers, the Specialist will determine key issues for further research and identify project stakeholders, community partners, and narrators who will contribute to the programs, oral history

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collection, and publication. Areas for further research might include: uses and challenges of harm reduction; viabilities of single-room occupancy hotels; centralized versus decentralized service provision.

Through work with multiple city and county housing and health care agencies, grassroots initiatives, and Skid Row residents and stakeholders, the Specialist will be afforded networking and professional development opportunities related to community-engaged and responsive policy and planning. They will gain communications and outreach experience necessary for facilitating dialogue on a multiscale level, including public officials, community-based organizations, and local residents (housed and unhoused). The Specialist will gain content expertise related to ongoing local and national efforts to create equitable solutions to housing and health care challenges especially for impoverished and unhoused people, applicable to continuing work with research-based think tanks, community-based and non-governmental organizations, and municipal, state, and federal agencies. The Specialist will also gain related project management, communications, and outreach experience transferable to other social justice and professional arenas. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- Organize and publicize a series of 3 story shares, one public program of the Specialist's design, and a final listening session at SRHMA aimed to advance understanding of the issues and document experiences of participants.
- Review and synthesize information gleaned from existing oral histories and archived materials related to "Welcome to the COVID Hotel."
- Identify approx. 10-12 additional individuals to interview.
- Identify issues to research and individuals who can share experiences related to harm reduction, funding and managerial challenges of nonprofit hotel housing (including single-room occupancy).
- Conduct affiliated research to contextualize findings.
- Identify contents, select imagery, edit, and contribute to a 112pp publication documenting lessons learned (as expressed by oral history narrators and others engaged by the project) and recommendations.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Ability to write clearly—for and sometimes with—lay audiences; facility with interdisciplinary research.
- Interest in engaging a broad population, including artists, scholars, public health professionals, and people experiencing poverty and homelessness.
- Interest in learning or prior experience with community-based research and archiving.
- Teaching experience (which will be applied to assisting community members, student interns, and volunteers in archiving practices).
- Evidence of strong communication skills.
- Ability to work collaboratively.

APPLICATIONS

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ACLS Leading Edge Fellowship

Position Title:	Advocacy and Campaigns Manager
Organization:	Majdal: Arab Community Center of San Diego
Location:	Hybrid (currently 3 days/week) in office, San Diego, CA
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance, professional development funds, and relocation funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

[Majdal, the Arab Community Center](#) (“Majdal Center”), located near San Diego, California, seeks to empower all members of the Arab community with a focus on refugees and new immigrants. Through services, programs, and campaigns, our mission is to uplift Arab youth, workers, families, and elders in their pursuits and to support them in overcoming whatever social, economic, and political challenges they may face. Our long-term vision is to build community power in order to advance systemic change that improves health, housing, and education equity.

As a multi-service institution that currently serves 550 families (over 3,300 individuals), Majdal provides crucial services to and empowers the Arab community in the San Diego area. Our robust array of programs—which include youth after-school tutoring, cultural programming, health and social services, vocational training, and civic engagement campaigns—address the needs of a pluralistic array of Arab immigrant and refugee newcomers across lines of gender, nationality, and age.

POSITION DESCRIPTION

Majdal seeks an Advocacy and Campaigns Manager who will be responsible for devising and implementing advocacy strategies and campaigns aimed at addressing key issues affecting our community, namely education, housing, and health access. A key part of this role will be conducting research on community needs and existing policy gaps.

In lieu of official government data on “MENA” populations, the fellow will be expected to conduct preliminary research by consulting different data sources, including county refugee resettlement data, school and healthcare districts, and surveys previously conducted by the Majdal Center. Findings on population size, education levels, and other socioeconomic indicators will serve as a reference point for campaign development and advocacy efforts.

The Advocacy and Campaigns Manager will represent the Majdal Center in various policy tables and coalitions and proactively meet with other stakeholders to further our campaigns and advocacy strategy. The Manager will also work closely with other staff members to engage and mobilize community members towards campaign goals.

The fellow will report directly to the Executive Director and lead the Majdal Center’s Advocacy and Policy program area. 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.
You may *not* contact the host institution to inquire about this position.

Responsibilities and tasks:

- Devise advocacy strategies and campaign goals based on community needs and policy gaps.
- Produce a policy report by researching relevant housing and education policies in order to identify policy gaps and interventions.
- Collaborate with relevant staff to conduct local power mapping analysis as part of campaign development.
- Conduct analysis on existing community data, including government data on “MENA” populations, county refugee resettlement data, school and healthcare districts, and surveys previously conducted by the Center.
- Monitor city and county policies impacting the community and identify opportunities for advocacy.
- Attend local governance meetings (e.g., El Cajon City Council, Grossmont Unified School District).
- Attend and represent the Center in policy tables, coalitions, and public hearings to advance advocacy strategies.
- Collaborate with partner organizations to coordinate and amplify advocacy efforts.
- Support staff members with organizing community forums and workshops to promote awareness and engagement on social issues.
- Provide guidance and support to staff members leading community organizing efforts.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Experience with policy research and qualitative data synthesis skills.
- Strong understanding of social justice issues and demonstrated commitment to equity and inclusion.
- Ability to build and maintain relationships with diverse stakeholders, including community members, government officials, and partner organizations.
- Excellent writing, research, and presentation skills.
- Excellent organizational skills and detail-oriented approach.
- Ability to develop presentation materials for a wide range of stakeholders.
- Ability to work independently and proactively.

Preferred:

- Arabic language proficiency.
- Prior experience in working with refugee and migrant communities.
- Prior experience in community organizing and advocacy.

APPLICATIONS

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ACLS Leading Edge Fellowship

Position Title:	NJ Reparations Council Research & Digital Communications Associate
Organization:	New Jersey Institute for Social Justice
Location:	Hybrid (currently 2 days/week) in office, Newark, NJ
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance, professional development funds, and relocation funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

[The New Jersey Institute for Social Justice](#)'s (the "Institute") cutting-edge racial and social justice advocacy seeks to empower people of color by building reparative systems that create wealth, transform justice and harness democratic power—from the ground up—in New Jersey. Known for our dynamic and independent advocacy aimed at toppling load-bearing walls of structural inequality to create just, vibrant and healthy communities, we are committed to exposing and repairing the cracks of structural racism in our foundation.

POSITION DESCRIPTION

The Associate will support and work to maximize the impact of the New Jersey Reparations Council (“NJRC”) convened by the New Jersey Institute for Social Justice. Through a unique collaboration between leading experts from various disciplines across the state, the first-of-its-kind NJRC is doing the difficult but necessary work of studying the state’s unique history of slavery and structural racism, and its direct impact on the contemporary life of Black people in New Jersey, home to some of the worst racial disparities in America. The fellow will primarily contribute to the NJRC's mission by actively participating in research, analyzing findings, engaging in public outreach and developing digital media concepts and presentation initiatives for the Council’s final findings and recommendations.

The Council, composed of nine subject matter committees, (History of Slavery in New Jersey; Public Education & Narrative; Economic Justice; Segregation in New Jersey; Democracy; Public Safety & Justice; Health Equity; Environmental Justice; and Faith and Black Resistance) and drawing on thorough research and committee input, will compile a cohesive narrative report with strategic recommendations for policy reforms and investments aimed at addressing the enduring impact of slavery on Black communities in New Jersey.

The Associate will be a full-time staff member of the Institute’s Economic Justice team, where our reparations work is housed, and will collaborate with council members and the Institute team on research projects, coordinating public comments, developing policy goals and findings, and co-editing and compiling the final report.

Critically, the fellow will draft a plan to strategically integrate the final report findings into accessible formats using digital humanities resources to reach diverse audiences. This may include creative initiatives such as mapping racial covenants, creating digital timelines of institutional racism, producing podcasts and creating videos and social media content to effectively communicate reparations advocacy to multiple stakeholders and the public.

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

Overall, the associate will gain experience in digital communications and content creation, community engagement, public education and policy advocacy. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- Collaborate with Council members and Institute staff to research the harms of slavery and systemic racism and identify reparative policies that intersect with the subject matter of each of the committees.
- Coordinate with Council members and Institute to apply research findings to develop recommendations and strategies for further public engagement.
- Assist with the integration of the Council's policy goals, public education and targeted campaigns.
- Attend Council public sessions and working groups and participate in in-depth meetings on priority issues.
- Relying on digital humanities approaches to develop ways to make the report accessible to various audiences across New Jersey and beyond, to expand public education on the need for reparative policy solutions in NJ and to support the advocacy based on the final report's recommendations. Possible projects may include podcasts, videos, graphic representations of data, and/or mapping of findings.
- Collaborate with Council Editor, Institute team and Council members in editing the final report and presenting a plan for presentation of the findings to the public through diverse digital, audio and video methods and strategies.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Interest in, familiarity with and/or willingness to learn and train for communications, marketing, digital content creation and other strategies for public consumption of complex and academic findings including data visualization, GIS/mapping, web development, audio programming and/or film editing.
- Strong analytic capabilities and writing skills.
- Outstanding research, writing, and oral communication skills; superior attention to detail; ability to work on multiple projects simultaneously.
- Ability to think creatively and develop innovative policy and advocacy strategies.
- Passion for, and knowledge of, racial and social justice.
- Ability to work effectively with diverse partners, colleagues, coalitions and community groups, and across political ideology, race, ethnicity, socio-economic circumstances, religion, gender, sexual orientation and religion.
- Excellent judgment and follow-through.

APPLICATIONS

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ACLS Leading Edge Fellowship

Position Title:	Curriculum Design Specialist
Organization:	Participatory Budgeting Project
Location:	Remote (based in the US)
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance and professional development funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

[The Participatory Budgeting Project](#) (PBP) is the leading organization advocating for and implementing participatory budgeting (PB) in the United States. Our mission is to collaboratively transform democracy to center community power. Since 2009, we have supported more than 700,000 people in deciding how to invest \$400 million in community projects in over 30 cities. We create and support PB processes that deepen democracy, build stronger communities, and make public budgets more equitable and effective.

We envision intentional participatory democracy as a tool for power building, equity, and liberation, by ensuring that communities most impacted by the violence of oppressive systems directly decide on budgets, policies, and decisions that affect their ability to thrive. We believe social justice requires a fundamental restructuring of how decisions are made. It's our deep history and experience with a particular form of participatory democracy—participatory budgeting—that has helped us see the transformative power of real community-led decision-making in people's everyday lives.

PBP's programmatic work falls into three main areas: supporting advocates and building campaigns for participatory democracy; helping communities implement participatory democracy with technical assistance; and improving participatory democracy practice through experimentation, research, and evaluation.

POSITION DESCRIPTION

The Curriculum Design Specialist will play a key role in helping more people put participatory democracy into action in their cities, schools, and communities by supporting the development of PBP's Train-the-Trainer (TTT) training materials and program design. When implemented, our TTT program will advance the growth, diversification, and decentralization of the leadership and facilitation capacity needed to scale up community-led decision-making across the U.S.

This role will be responsible for collaborating with the PBP team to research, develop, and test training curricula for our TTT programming. Curricula will cover content specific to participatory democracy practices, such as participatory budgeting, citizen's assemblies, and participatory action research, as well as skills and strategies for implementing this work in community (like facilitation, project management, and process evaluation). The Curriculum Design Specialist will be supported to develop expertise in creating "train-the-trainer" curricula, as well as centering equity and accessibility in all aspects of design and development. This skill set and experience should prove highly transferable across leadership development and training contexts in the social justice, non-profit, and education sectors.

PBP uses a sociocratic structure based on consent-based collective decision making and shared

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

leadership. This role will be housed in the Participation Lab, which is a sub-circle of our Programs Circle. It will involve highly collaborative work with our Technical Assistance circle and be supervised by the Director of Community Education. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- Support Participation Lab and Technical Assistance staff in developing curricula and accompanying materials for trainings tailored to the needs of participatory democracy advocates and practitioners, rooted in a “train-the-trainer” approach. (Examples of materials include: workshop agendas, facilitation plans, and learning objectives.)
- Conduct research on best practices for facilitating “train-the-trainer” approaches to education, training, and leadership development.
- Collaborate with staff to develop approaches to training, facilitation, and curriculum development that center on equity and accessibility.
- Support the evaluation of curriculum and program impacts, and the assessment of training learning outcomes.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Teaching and/or facilitation experience (ideally virtually and in-person).
- Experience developing curriculum and/or facilitation plans, and assessing learning outcomes.
- Experience with and commitment to making educational offerings accessible and equitable for participants.
- An interest in program evaluation, including building feedback tools and gathering and analyzing qualitative data.
- Project management skills, including managing project timelines and documenting project progress.

Preferred:

- Experience or familiarity with participatory democracy, participatory action research, and/or popular education.
- Experience working in or with nonprofits, governments, or community organizations.
- Experience or familiarity with developing curricula and/or facilitation plans in non-academic, popular education, and/or workshop contexts.
- Experience producing written instructional products geared toward a non-academic audience.
- Program evaluation skills, including experience identifying program objectives and success measures, and the design of qualitative participant feedback tools.

APPLICATIONS

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ACLS Leading Edge Fellowship

Position Title:	Learning and Evaluation Specialist
Organization:	People Powered: Global Hub for Participatory Democracy
Location:	Remote (based in the US)
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance and professional development funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

[People Powered](#) is a global hub for participatory democracy. Our mission is to expand people's power to make government decisions, by supporting organizations and governments that are building participatory democracy around the world. We are pushing global practices of democracy beyond the dominant model of electoral representative democracy, toward more participatory models in which community members make the policy decisions that affect their lives. We coordinate global communications, research, resources, training, and mentorship programs that drive the adoption of programs such as participatory budgeting, participatory policy-making, and citizens' assemblies. Through this work, we aim to shift governing power toward historically marginalized communities, especially in Africa, Asia, Eastern Europe, and Latin America.

People Powered is a membership-based organization—our members include over 120 local and national organizations, practitioners, and researchers that are directly supporting participatory democracy programs in their countries, with the majority based in the Global South. We essentially serve as a global union and coordinating body for participatory democracy workers. Our members vote to decide our top priorities, and then they implement them through our programs. More on our work can be found at peoplepowered.org.

POSITION DESCRIPTION

People Powered seeks a Learning and Evaluation Specialist to help us understand, communicate and grow the impact of our work, in order to accelerate transitions to participatory democracy around the world. You will expand People Powered's monitoring, evaluation and learning work for our global programs, which help governments and organizations launch and improve participatory governance programs. In the process, you will support hundreds of participatory democracy champions to shift power and expand political imaginations.

This is part of our strategy to strengthen our data tracking and evaluation systems, and use them to monitor and share our impacts and outcomes with members, partners, and key audiences. The position reports to People Powered Co-Executive Director Josh Lerner and will work closely with program, communications and fundraising staff, and with our global members and partners. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- **Learning Systems and Strategy:** Set up systems, processes, and tools for monitoring, evaluating and learning from our work, building on existing initial templates. Define learning objectives,

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identify and improve metrics, build forms and data repositories, and establish effective monitoring, evaluation, and learning policies.

- **Knowledge Management:** Compile, manage, and analyze diverse qualitative and quantitative data on programs and their impacts. Manage data collection, maintain databases and repositories, and deliver internal documents and presentations to share learning, with support from other staff and experts.
- **Communications:** Produce communications content (blog posts, articles, info sheets, etc.) and speak at events (conferences, webinars, seminars, etc.) to share program impacts and learning in accessible and actionable formats.
- **Partnerships:** Support collaboration with international partner organizations and researchers working on participatory democracy or related topics, with a focus on Global South regions. Develop, monitor, and report on partnership goals and outcomes, in order to better connect our work and members with broader audiences.
- **Resource Development:** Contribute research findings, data, and content for materials, tools, online courses, and training curricula that address key needs of our members, and of governments and organizations participating in our programs.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Experience coordinating international or regional research teams, projects, or committees.
- Experience packaging research findings into data, materials, case studies, stories, and content that is useful for activists and advocates.
- Experience with project monitoring, evaluation, and learning, especially with design and basic descriptive analysis of simple surveys.
- Excellent communication, relationship-building, and teamwork skills, including the ability to facilitate and support collaborative projects with people from diverse cultures, being mindful of cultural differences and power dynamics.
- Excellent project management skills, including the ability to organize, prioritize, and effectively delegate work.
- Excellent writing skills, including the ability to communicate complex information in clear, compelling, and accessible ways that translate well across languages and contexts.
- Interest in democracy, governance, and civic engagement.
- Alignment with People Powered's mission and values.
- Strong computer skills, including proficiency with Google apps.

Preferred:

- Proficiency in at least one other language besides English.
- Experience living and working in the Global South.
- Experience researching or working with participatory programs.

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: 9:00 PM EDT, March 13, 2024.

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ACLS Leading Edge Fellowship

Position Title:	Research Associate
Organization:	PHI
Location:	Remote (based in the US)
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance and professional development funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

[PHI](#) is a national nonprofit organization that works to transform eldercare and disability services by promoting quality direct care jobs as the foundation of quality care. Founded in 1991, PHI draws on over three decades of experience to drive the systemic changes needed to ensure that direct care work is quality work—defined in terms of family-sustaining wages and benefits, improved training and support, and meaningful career paths, among other job quality elements. Our staff of researchers, policy experts and advocates, and curriculum developers collaborate to learn and disseminate best practices in meeting the needs of direct care workers and their clients, primarily older adults and people with disabilities, across long-term care settings.

The direct care workforce comprises 4.8 million personal care aides, home health aides, and nursing assistants. Poor job quality for these workers perpetuates racial, gender, and other disparities in the greater U.S. labor force, given the size of this workforce and that it is majority low-income women and people of color and disproportionately immigrants. PHI founded the Direct Care Worker Equity Institute to explicitly address the structural inequities and profound disparities facing this essential workforce.

POSITION DESCRIPTION

The Research Associate will be a key member of the PHI Research and Evaluation Department (5.5 FTE), reporting to the Director of Research and working closely with the Vice President of Research and Evaluation and the rest of the team to advance critical applied research priorities. In their role, the Research Associate will produce and disseminate original research materials on systemic inequities facing direct care workers and promising policy and practice models to address these inequities, with a focus on job quality and worker voice. This research will inform the development of equity-specific policy advocacy tools and workforce interventions that reduce disparities and promote equity within the direct care workforce. The research and related outputs will directly contribute to PHI's Direct Care Worker Equity Institute.

The fellowship will be fully remote, with the current Research and Evaluation team members interacting remotely from North Carolina, Oregon, Massachusetts, and New York. There will be an opportunity for the Research Associate to access PHI's shared coworking space in Manhattan for any amount of time during their fellowship, but that would be entirely optional. PHI offers a supportive virtual work environment, including regular opportunities to connect with PHI staff who are based across the country, easy-to-use communication systems, and infrastructure that promotes collaborative work. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

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Responsibilities and tasks:

- Conduct assigned independent and original research projects on direct care worker equity issues. Research responsibilities may include executing literature reviews, collecting case studies, conducting interviews, and analyzing existing and proposed direct care worker policies and programs, with a close examination of their actual or potential racial and gender equity impacts.
- Author or coauthor articles and reports featuring the findings from this research, with a goal of producing 2-3 PHI research reports, 2-3 blog articles, and one paper for a peer-reviewed conference or journal article. The PHI research outputs will be published and disseminated through PHI's Direct Care Worker Equity Institute. For the peer-reviewed paper, potential outlets include long-term care, workforce development, or labor studies journals or conferences, depending on the Research Associate's disciplinary background and future career goals.
- Collaborate with PHI's Research and Evaluation, Policy and Public Education, and Workforce Innovations team members to build tools and share research to equip direct care workers, advocacy organizations, industry leaders, policymakers, and funders with bold, actionable ideas for improving direct care worker job quality and equity.
- Respond to external requests for research support related to job quality for the direct care workforce, with particular attention to equity issues and worker voice.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Excellent research, analysis, and writing skills.
- Demonstrated methodological proficiency in qualitative or quantitative approaches (specific methodological approaches are not required), including collecting and analyzing original data such as from interviews, focus groups, and written surveys, and analyzing secondary data, including publicly available surveys, archives, and secondary literature reviews.
- Commitment to producing research that balances personal interests and career goals with organizational priorities.
- Strong organizational and communication skills.
- Ability to work independently and as a member of a small remote team.
- Ability to build trust and collaborate effectively with diverse internal and external partners.
- Interest in health care, aging, disability, workforce, labor policy, and/or social justice issues.
- Willingness to learn about intersecting fields through shadowing, mentorship, and practice.

APPLICATIONS

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ACLS Leading Edge Fellowship

Position Title:	Research and Advocacy Associate
Organization:	The Milwaukee Turners
Location:	In person (5 days/week), Milwaukee, WI
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to health insurance stipend, professional development funds, and relocation funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

Established in 1853, [the Milwaukee Turners](#) are the oldest civic organization in Milwaukee, Wisconsin, and over the last two centuries have labored to build a more just society through our ideals of creating a "Sound Mind in a Sound Body". Our guiding and foundational principles of "liberty against all oppression; tolerance against all fanaticism, reason against all superstition, and justice against all exploitation" are embedded into formal programming endeavors which connect our 170-year history and make them viable in the twenty-first century. We seek to be the embodiment of a diverse community in practice that [confronts injustice](#); fosters wellness, community restoration, and civic empowerment that advances the residents of Milwaukee and its neighbors. This vision inspires us to create social justice programming, provide space for collaborative organizing with community partners, host open and accessible wellness and fitness opportunities, and conduct public policy research leading to the creation of educational forums informing the Turners' broader advocacy efforts.

POSITION DESCRIPTION

The Milwaukee Turners seek a Research and Advocacy Associate to aid in our efforts to combat mass incarceration through the "Confronting Mass Incarceration" initiative. Under the supervision of Executive Director Emilio De Torre, and working closely with the Operations Manager Krissie Fung, the Associate will conduct research, critically assess policy reform efforts, and contribute to projects dedicated to challenging the systemic inequalities in Wisconsin's carceral system. The Associate will develop and enhance Milwaukee Turners' existing knowledge of mass incarceration policies as it impacts the development of legislative reform and programming efforts locally and statewide.

Since 2020, the Turners have implemented a series of programs in the "Confronting Mass Incarceration" (CMI) project. This multi-modal endeavor seeks to remedy the crushing impact of mass incarceration through four tailored interventions aimed at reducing incarceration rates and repairing trauma for system-impaired people. The programs under the CMI provide communal repair through (1) Prevention; (2) Education; (3) Inclusion; and (4) Conversation. The Associate will support the efforts of the CMI through monitoring and evaluating policies and laws at the state, county, and municipal level; conducting analysis of how these impact racial and economic disparities as seen in both systemic incarceration rates and policing practices; and providing advice on effective strategies addressing corrective measures. They will assist in creating documents and educational multimedia content influencing the public on the harms or solutions to the issues examined. The objectives are to inform community education, to author white papers for internal and external use, and to develop advocacy strategies with senior staff.

The Associate will design engagement forums in collaboration with system impacted individuals and staff. Among these initiatives, the Associate will collaboratively develop and facilitate programming that

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assists people with understanding how to navigate Wisconsin's legal system. These programs, strengthened by input from both community partners and formerly incarcerated individuals, aim to reduce the devastating impact of the school to prison pipeline in communities like Milwaukee. Additionally, the Associate will be responsible for expanding projects enhancing the physical and mental well-being of system impacted individuals as an element in the Milwaukee Turners holistic approach to building sound minds and bodies. They do not need a specific background in health or wellness work to support this program. The Associate will gain experience collaborating across diverse and varying community stakeholders, building a portfolio of research and policy analysis, while curating a professional career that connects their research to public engagement initiatives. Through the mentorship and support of the Turners Executive Director, the Associate will meet political leaders, community activists, and nonprofit organizations. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- Develop and contribute to Milwaukee Turners' expanding expertise in mass incarceration policy.
- Critically analyze and connect existing research to policy proposals and/or legislative initiatives.
- Advocate for research based legislative reform by writing white papers, press releases, and reports.
- Co-create research informed programs for justice impacted individuals aimed at improving their lived and legal experience in the state of Wisconsin.
- Collaborate with Turners leadership team designing "Level Up" and "Sound Mind" curriculum and workshop trainings.
- Coordinate with system impacted community-based nonprofits to host regional events.
- Build strong relationships with community partners, policy makers, and other stakeholders.
- Assist Turners leadership team in researching and strategically developing future grant opportunities.
- Synthesize legislation and policies into clear language for the general public.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Knowledge of youth justice and/or mass incarceration issues.
- Strong project management and research skills.
- Experience working with, or member of BIPOC, gender diverse, neurodiverse, and system impacted individuals / communities.
- Political savvy and good judgment.
- Commitment to the mission of the Milwaukee Turners principles of liberty against all oppression; tolerance against all fanaticism, reason against all superstition, and justice against all exploitation.
- Commitment to diverse and collaborative working environment.

APPLICATIONS

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ACLS Leading Edge Fellowship

Position Title:	Research and Policy Analyst
Organization:	UFW Foundation
Location:	Remote (based in the US)
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance and professional development funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

Welcome to the [UFW Foundation](#), a 501(c)(3) non-profit organization. For 17 years, the UFW Foundation has mobilized farm workers and their organizations across the country to advocate for more equitable policies, such as immigration reform, pesticide protections, heat standards, hazard pay, and other worker protections. We engage constituents in systemic change to break the cycle of poverty by responding to the enormous need for immigration, health, financial, and economic assistance among immigrants, farm workers, and low-income workers. The UFW Foundation is the largest federally accredited immigration legal service provider in rural California.

POSITION DESCRIPTION

The UFW Foundation seeks a Research and Policy Analyst to join its Systemic Change Department and be part of a growing team that advances policy change to create equity under the law for farm workers. Under the supervision and guidance of the Government Affairs Director, the Research and Policy Analyst will play a crucial role in advancing the organizations mission by providing a holistic approach to policy analysis and advocacy to better understand the needs and experiences of farm workers.

The Research and Policy Analyst will support UFW Foundation's policy work through:

- (1) **Impactful Research:** Producing well-researched reports that support and develop UFW Foundation's policy recommendations and address farm workers' issues, including but not limited to immigration, work place rights, and climate change. The Research and Policy Analyst will co-develop original research, surveys, and interview questions to collect qualitative and quantitative data to strategically drive and influence current and upcoming legislative and regulatory campaigns, ensuring that farm workers' experiences and voices are central to UFW Foundation's advocacy efforts.
- (2) **Public Awareness and Education:** Creating concise and accessible policy briefs or summaries that distill complex research findings into easily understandable materials that can be disseminated to staff, policymakers, advocacy groups, and the public to increase awareness and understanding of important policy issues.

The Research and Policy Analyst can expect to gain a strong foundation in policy research, advocacy, and coalition as well as a deep understanding of the unique challenges and systemic inequities faced by farm workers. This role would prepare a fellow in pursuing a career in public policy, project management, research, or related fields focused on social justice and labor rights. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

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Responsibilities and tasks:

- Collaborate with Government Affairs Director and the Research and Data team on designing surveys and interview questions to collect quantitative data (i.e. demographic information, number of farm worker heat related deaths, and number of farm worker filed complaints) and incorporating that information and farm workers' voices into UFW Foundation's advocacy and campaigns.
- Ensure research data and resources are accurate and reliable; create documentation for research resources (i.e. academic journals, online databases, government publications, surveys, and interviews); and seek feedback from the Research and Data team to enhance research collection methods.
- Synthesize qualitative data to create meaningful presentations and analysis to inform UFW Foundation's narrative and communications work, in close collaboration with the Digital Media and Communication team.
- Collaborate with Systemic Change team to respond to legislative developments and regulatory changes at the local, state, and federal levels, specifically those impacting farm workers and immigrant communities. This will include co-developing updated advocacy briefs that summarize key points, their implications, and recommended advocacy strategies, and include the results of the above research.
- Research and analyze immigration, workers' rights, and the impact of climate change on farm worker communities, considering heat wave standards and the H-2A program across various states. It may also include developing a framework for integrating climate change considerations into workers' rights and immigration reform policies.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Excellent research and communication skills, including familiarity of qualitative analysis.
- Ability to write clearly and concisely as well as edit copy for clarity and grammatical accuracy.
- Commitment to excellence and high standards
- Genuine interest in immigrant and farm worker rights and alignment with UFW Foundation's purpose and values.
- Having the "Si Se Puede" attitude. The embodiment of a personal spirit that promotes confidence, courage and risk-taking.

Preferred:

- Bi-lingual (Spanish and English).

APPLICATIONS

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ACLS Leading Edge Fellowship

Position Title:	Research Analyst
Organization:	United Neighborhood Houses
Location:	Hybrid (currently 3 days/week) in office, New York, NY
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance, professional development funds, and relocation funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

[United Neighborhood Houses of New York](#) (UNH) is a policy and social change organization with a mission to promote and strengthen the settlement house movement's neighborhood-based, multi-service approach to improving the lives of low- and moderate-income New Yorkers and the communities in which they live. Settlement houses are community-based organizations that provide multi-generational, multi-ethnic services designed to support individuals, families, and communities through programs that build bonds within and between communities and create networks for advocacy and social change. UNH represents New York neighborhood settlement houses across New York State that together reach over 770,000 New Yorkers from all walks of life.

UNH was founded in 1919 by settlement house leaders who recognized the strength in the collective voice of settlement houses to drive important social reforms. More than 100 years later, UNH's mandate and mission remain the same. UNH achieves its mission by: 1) advocating for policies, funding, and practices, addressing a broad range of issues, such as neighborhood affordability, healthy aging, early childhood education, adult literacy, and youth development, that help create stronger, more vibrant neighborhoods that are resilient and thriving for people of all ages and backgrounds; 2) offering customized professional development and peer learning opportunities that connect our network's more than 20,000 staff to each other for support, information sharing, and to build skills, as well as to develop connections among organizations with shared goals; 3) helping settlement houses respond to and proactively address their communities' changing needs and opportunities by incubating and promoting innovative and best practices; and 4) mobilizing UNH members in civic and community engagement. By supporting New York settlement houses, UNH is helping to improve New York neighborhoods and the lives of the people living and working in them.

POSITION DESCRIPTION

UNH seeks a Research Analyst to advance its work in demonstrating that the settlement house model is key to strengthening New York neighborhoods, particularly as New York City and State continue to grapple with the racial and socio-economic disparities laid bare by the COVID-19 pandemic, and navigate the arrival of more than 110,000 asylum seekers since the spring of 2022.

The Research Analyst will report to Irene Lew, Senior Research Analyst. In collaboration with the Senior Research Analyst, the Analyst would conduct research and data analysis that highlights the importance of the settlement house model, especially its workforce of more than 20,000 people, many of them women and people of color from the low-and moderate-income communities they serve. The Analyst would help quantify the impact of the UNH network in meeting urgent community needs such as food insecurity, access to benefits and other safety-net supports, serving migrant families, community safety, and

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alleviating racial and economic disparities. The Analyst will play a key role in qualitative and quantitative data collection and analysis, which will inform policy recommendations and help advance UNH advocacy priorities throughout the State and City budget-making and legislative cycles, as well as inform professional development and peer learning offerings. This data will deepen UNH's knowledge and understanding of issues and trends impacting the communities where UNH settlement house members are located and inform ongoing organizational and policy work. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37 hours per week.

Responsibilities and tasks:

- Work with Senior Research Analyst on designing and analyzing the results of member surveys.
- Track and compile new research and available data about relevant issues related to UNH and settlement house work.
- Analyze publicly available data from government sources.
- Participate in a variety of peer groups of settlement house staff to learn about the key challenges facing UNH members and the human services sector more broadly.
- Conduct one-on-one interviews with executive leadership and other staff at settlement houses, when applicable to the issue.
- Work with Senior Research Analyst, members of the Policy and Advocacy team, the Executive Director, and the Deputy Executive Director to craft evidence-based policy reports, briefs, memos, and other external-facing documents that will help advance UNH advocacy goals.
- Provide data points for testimonies at public hearings.
- Work with the Senior Research Analyst and the Member Services team on data collection and analysis related to better understanding how UNH can support other members' needs.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Strong writing and communication for a variety of audiences.
- Ability to summarize and present complex material, including survey responses, findings from peer-reviewed journal articles and other research, in a digestible format.
- Strong time-management skills to balance multiple projects.
- A commitment to racial and social justice, with an understanding of the needs of communities served by settlement houses.

APPLICATIONS

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ACLS Leading Edge Fellowship

Position Title:	Research Communications Director
Organization:	United Way of Massachusetts Bay
Location:	Hybrid (currently 1 day/week) in office, Boston, MA
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance, professional development funds, and relocation funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

[United Way of Massachusetts Bay](#) (UWMB) exists to build more equitable communities, together. With over 85 years of local impact in eastern Massachusetts, we work with and for our communities to build prosperity and enable everyone—across races and ethnicities—to share in the knowledge, wealth and resources available. We believe that the key to unlocking opportunity is uniting people, and we bring together individuals, community leaders, corporate partners, legislators and organizations to build a powerful engine of change. We believe UWMB can build shared prosperity throughout our region by focusing on systemic change in five Impact Areas: Economic Inclusion & Wealth Building, Early Education and Out-of-School Time Programs, Education & Career Pathways for Youth & Young Adults, Safe & Stable Housing, and Community-Centered Crisis Response. In each of these Impact Areas, we work to increase support and opportunities for community members to have a voice in making decisions that impact them, to change narratives about our community that perpetuate economic harm, to increase the level of coordination among organizations and systems that impact our community, to improve access to data that reflects the experiences of our community and increase its use by decision makers, to increase the availability of resources that sustain and scale models that are working for our community, and to change policies and practices that govern systems so that they have the capacity to promote the financial well-being of our community.

POSITION DESCRIPTION

UWMB partners with universities and other institutions to contribute to research that illuminates the relationship between the design of systems of service delivery and the experiences of members of our community to both identify the upstream causes of inequitable outcomes and cast vision to policy solutions. UWMB seeks a Research Communications Director who will collaborate with colleagues across the organization and with our research partners to disseminate findings from ongoing research efforts to a broad audience. They will do this by co-authoring reports, briefs, and other written content such as blog posts, co-producing webinars, training opportunities, and other events, supporting the publication of interactive dashboards and other digital media, as well as by developing processes for coordinating these efforts across departments.

UWMB is currently engaged in research on homelessness prevention, family childcare business sustainability, universal basic income, and implementation science. Within the next two years, UWMB also plans to engage in studies on equitable access to education, financial empowerment, and community leadership. Examples of projects with which the Research Communications Director would engage include but are not limited to evaluations of demonstration projects in UWMB's Impact Areas; research on the landscape of coordinating bodies, public data resources, funding, and policies and practices relevant to our work; and strategic learning efforts to promote shifts in practice at UWMB as well as

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among other community-facing institutions. This role is the first of its kind at UWMB and presents an exciting opportunity to increase our effectiveness in building shared knowledge rooted in research evidence among various audiences including participants in UWMB- and partner-led initiatives and other community members, partners in the nonprofit, corporate, philanthropic, and public sectors, policymakers and other civic leaders, journalists and other media professionals, donors, and other stakeholders. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- Develop processes for coordinating efforts across UWMB departments to disseminate findings from research, evaluation, and other strategic learning activities.
 - Monitor third party publication of research evidence relevant to UWMB's work and support the organization in amplifying it as appropriate by authoring social media posts and other content.
 - Co-author reports, briefs, and other written content such as blog posts to disseminate findings to a variety of audiences.
 - Co-produce webinars, training opportunities, and other events that enable key audiences to engage with findings and the people who produced them in order to build shared knowledge and promote changes in policy and practice.
 - Support publication of interactive dashboards and other digital media that enable external stakeholders to engage with data that UWMB and our partners have collected and analyzed.
- Other duties as assigned.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Strong interest in economic justice and commitment to promoting diversity, equity, and inclusion.
- Strong written and visual communication skills.
- Skilled in a strengths-based approach to framing social justice issues and related research.
- Experience writing and creating content for audiences including policymakers, practitioners in human services or education settings, institutional funders, and general public.
- Experience managing multiple fast-paced, collaborative projects on concurrent timelines.
- Ability to work as a member of a dynamic cross-functional team as well as independently.
- Ability to problem solve and develop improved workflows.
- Experience managing changes to organizational processes and behavior.

Preferred:

- Experience teaching adult learners.
- Experience managing a business social media account.
- Experience or interest in learning web development.

APPLICATIONS

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ACLS Leading Edge Fellowship

Position Title:	Health Equity Coordinator
Organization:	Western North Carolina Community Health Services
Location:	Hybrid (currently 1–2 days/week) in office, Asheville, NC
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance, professional development funds, and relocation funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

The [Western North Carolina Community Health Services](#) (WNCCHS) Mission is to provide high-quality and life-enriching health care to all people living within our region, regardless of ability to pay. In doing so, we aim to advance health equity by acknowledging and actively addressing social determinants of health. Through community partnerships, education, distribution of resources, and other methods, we hope to build social and physical environments that promote good health for all. In providing innovative, integrated care and support services, we strive to meet the health needs of our community while also addressing the barriers that exist to quality health through support services and programming and collaborating with local, state, and national partners to advocate for positive change.

POSITION DESCRIPTION

The Health Equity Coordinator will report to the Chief of Quality and Population Health and will uphold WNCCHS commitment to high quality access to health care for people of all races and ethnicities, genders, orientations, geographies, socioeconomic statuses, and cultural backgrounds through data analysis, community-based research, quality improvement project management, organizational cultural development, and movement building in Western North Carolina. The Health Equity Coordinator will leverage their background in humanities, social sciences, and critical studies to apply an equity framework to the programmatic and operational structures of the organization. The Health Equity Coordinator will collaborate with team members, including the supervisor, the Quality Manager, the Grants Manager, the LGBTQ+ Health Coordinator, Human Resources, and more to ingrain health equity in the fabric of the organization. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- Work with the Quality Manager to improve efforts to analyze clinical quality data, both quantitative and qualitative in nature, to identify inequities and gaps in care for racial, ethnic minorities, genders, and other demographic groups as needed.
- Analyze social determinants of health (SDOH) data from Care Management assessments to understand impacts on health outcomes.
- Spearhead cross-functional quality improvement projects to address health inequities.
- Research and implement evidence-based programs that address health inequities revealed in clinical and community data.
- Collaborate with Marketing and Communication Director to produce culturally responsive health promotion materials.
- Assist in developing the organizational health equity plan as part of the strategic plan for participation in the Center for Medicaid and Medicare Services' Making Care Primary program.

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- Assist supervisor and Quality Department in maintaining up-to-date demographic reporting policies and procedures; pull data to prepare demographic reports as needed.
- Consult with Human Resources to ensure workforce policies and practices promote organizational equity in hiring, recruitment, retention, staff development, and promotions.
- Develop and deploy tiered educational programming and training for all staff on implicit bias, health inequities, and best practices to address these challenges.
- Assist supervisor in community collaborations to develop special projects and patient resources.
- Participate in mandatory in-services, drills, staff meetings, and other trainings.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Ability to communicate effectively, both verbally and in writing.
- Interacts in a friendly, professional manner with a wide range of staff, physicians, and the public.
- Plan, prioritize, and complete delegated tasks with attention to detail.
- Ability to multitask and work well under pressure is essential.
- Experience working in and with diverse communities.
- Proficient in the use of Microsoft Office programs to produce correspondence, documents, presentations, and records.
- Ability to produce, analyze, and communicate complex concepts and theoretical approaches. Training on quantitative data collection, analysis, and report generation will be provided.
- Work sensitively and competently in diverse populations with specialization in diverse racial, ethnic, and cultural contexts.
- Exercise independent judgment and initiative in performing assigned duties.
- Ability to manage and meet deadlines, including assisting supervisor with the tracking, reporting, and achievement of grant-funded project(s) metrics.
- Ability to work independently and collaboratively to identify and work toward objectives.
- Government-issued picture ID.

Preferred:

- Statistical analysis software, such as SAS, SPSS, or other programs.
- Familiarity with the role of Federally Qualified Health Centers (FQHCs) in the community.
- Knowledge of or experience with Epic or other electronic health record systems.
- Training will be provided for each of these preferences, regardless of the candidate's existing level of expertise.

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: 9:00 PM EDT, March 13, 2024.

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ACLS Leading Edge Fellowship

Position Title:	Equity Design Program Manager
Organization:	Zora's House
Location:	In person (5 days/week) in office, Columbus, OH
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance, professional development funds, and relocation funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

[Zora's House](#) is a community space and leadership incubator located in Columbus, OH and 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

As Central Ohio strives to recover from the pandemic and to become an equitable and inclusive city, it must address the deep economic disparities facing Black and Latina women+. Women+ of color have the most lived experience navigating obstacles to economic wellbeing but are often excluded from the processes, powerbrokers, and resources allocated to solve these challenges. Without Black and Latina women+ engaged in creating solutions, ineffective programs and policies are funded and implemented.

To disrupt this, Zora's House piloted the Women+ of Color Equity Design Institute (WCEDI) – a program whose mission is to train women+ of color “community experts” (i.e. those with lived experience) to sit at tables of influence as programs and policy are being designed in our community. Over the past two years we have designed the WCEDI program and curriculum, garnered over 140 applications from women+ of color across a range of socioeconomic statuses, and ultimately enrolled and graduated 63 women from the program with a design thinking credential. At the conclusion of the pilot, two local human services agencies were selected for a two-day design sprint with the recently trained women+ of color co-designers.

To build on the success of the pilot, we are seeking an Equity Design Program Manager to help us ensure the long-term sustainability of the Equity Design Institute. Over the next two years, the Equity Design Program Manager will:

- Help to revise and formalize our curriculum.
- Facilitate curriculum in a minimum of two community training sessions with a goal of credential an additional 30 community-based equity designers locally.
- Using the process established during the pilot, oversee and facilitate two “design sprints” with local organizations focused on areas of childcare, workforce, and/or affordable housing.
- Help to develop a business plan for the Women of Color Equity Design Institute including a description of the institute, an analysis of the competitive environment, products and services

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(certificate/credentials/fellowships), a 3–5-year implementation plan, and an organization and management structure.

- Co-design an interactive white paper or resource to share Equity Design learning and best practices with other communities.

Experience in human centered design and equity centered design is not necessary and will be developed during the Leading Edge Fellowship. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- Work with the CEO and Program Manager to iterate and formalize curriculum from the Equity Design Institute pilot program.
- Engage with partners throughout the community to understand how they might utilize the Equity Design Institute to support their program and policy development.
- Create and implement data collection instruments, such as surveys and questionnaires, as well as focus groups and interviews; to capture the impact of the Institute on participants and partners.
- Facilitate curriculum, trainings, and community education sessions on behalf of the Equity Design Institute.
- Develop a white paper and toolkit that encompasses the learnings and best practices of the Institute, to be used in other communities.
- 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 interpretive social sciences. Read more about eligible fields [here](#).
- You love interacting with community and believe that some of the best teaching and learning happens outside of formal classroom settings.
- You are a skilled facilitator and curriculum designer.
- You feel comfortable doing direct community outreach and engaging with external partners and stakeholders.
- You have experience breaking down complex topics for diverse audiences.
- You view this role as an exciting opportunity to learn about equity centered design and to equip women of color with the opportunity to create meaningful change in Central Ohio.
- Most importantly, you’re passionate about our mission and what you don’t know, you’re willing to learn!

Preferred:

- Experience engaging in racial justice and gender equity efforts.

APPLICATIONS

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