



# ACLS Leading Edge Fellowship

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

- 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](https://ofa.acls.org)).
- Application deadline: 9:00 PM EDT, March 13, 2024.

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