



Employment Opportunity:

[Fairmount Indigo CDC Collaborative](#)

Community Organizers

Greater Boston, MA

FICC Climate Justice Initiative:

The FICC Climate Justice Initiative is a three-year project of the Fairmount Indigo CDC Collaborative (FICC), which includes [Dorchester Bay EDC](#), [Codman Square NDC](#), and [Southwest Boston CDC](#). The Fairmount Climate Justice Initiative (FCJ) is a community-led climate justice and health equity community organizing effort to increase climate change resilience and improve health outcomes in FICC neighborhoods. We will target winnable legislation at the city and state levels. We will advocate for budget, regulatory and policy changes that help meet our climate justice goals. In FICC neighborhoods, there is a high prevalence of chronic health conditions, particularly respiratory illnesses and mental illness. The heat island effect, poor air quality, and lack of tree cover, shade, and green spaces all threaten the well-being of our neighborhoods.

FICC works closely with community-based organizations, healthcare institutions, public agencies, elected officials, neighborhood associations, small businesses, environmental organizations, and higher education to achieve project goals that will directly benefit the 150,000 residents of our neighborhoods – primarily people of color, low-income households, immigrants, and those who are under-resourced and underserved.

The FCJ team will develop policy and action campaigns to improve access to environmentally sustainable affordable housing, green jobs and green infrastructure, increase urban tree cover and green space in order to protect our neighborhoods against negative climate impacts.

Community Organizer Position:

FICC will hire two community organizers to work with our Climate Justice Coordinator to achieve goals described above. The organizers will engage grassroots constituents concerned about environmental issues in their communities. The position will require coordination with and across the three CDCs. A broad-based effort would also help mobilize support for new City and State legislation, policies and initiatives focused on climate justice, health equity, green space conservation, and green jobs. The Organizers will also work with residents to engage city and state officials and their staff, non-profit partners, and other key stakeholders to support resident-led efforts to create stronger communities by helping to build a strong community voice and create opportunities to exercise and engage that voice. This is a three-year, full-time, grant funded position.

Candidates who do not have formal organizing experience but have relevant lived experiences similar to the communities served by FICC are strongly encouraged to apply.



What you'll be working on in the role:

- Conduct outreach to residents by multiple methods, including using online/digital tools and platforms and using in person, door-to-door methods when appropriate
- Inform people on issues related to climate change
- Attend resident meetings, neighborhood association meetings, and coalition convenings
- Track potential and existing key legislation and identify opportunities for resident engagement and advocacy
- Develop strategies to advocate for the passage of priority legislation and the full realization of existing legislation during its implementation
- Recruit and train residents to advocate for climate and programmatic policy change, among other goals
- Prepare residents to testify at local, city, and state meetings and legislative hearings
- Utilize necessary graphics, metrics, and tools to progress our various initiatives and to support resident testimony

What it takes to succeed in the role:

- Commitment to the health and wellness of low-income communities of color and a strong desire to work with these communities to improve their conditions
- Passion for climate justice and relevant issues
- Ability to motivate and establish relationships with people from a wide range of cultural and economic backgrounds
- Familiarity with the geographies of Boston's Dorchester, Roxbury, Mattapan, and Hyde Park neighborhoods and their respective demographics is strongly preferred
- Excellent verbal and written communication skills, including active listening
- Experience in community organizing with low-income communities of color through a variety of methods is strongly preferred. Organizing around climate/environmental/health is a plus, but not required. Organizing experience in related fields such as housing, economic justice, and other issues related to racial justice is welcome. Candidates who do not have formal organizing experience but have relevant lived experiences similar to the communities served by FICC are strongly encouraged to apply.
- Ability to canvas neighborhoods and attend in-person meetings (in accordance with Covid safety-guidelines)
- Willingness to work as a member of a team and to share successes
- Experience furthering legislative campaigns is a plus
- Ability to conduct campaign research



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- Attention to detail and ability to manage multiple campaigns
- Ability to analyze complicated policies and concepts and then effectively communicate their impacts to a diverse audience
- Demonstrated experience building partnerships between organizations, residents and coalitions
- Ability to work flexible hours, including evenings and occasional weekends
- Knowledge of relevant state and local policies not required but is a plus
- Advanced verbal and written English language ability is required
- Ability to speak Spanish, Haitian-Creole, and/or Cape Verdean Creole not required but is a plus
- Experience with social media and other digital communication tools (i.e. newsletters) is required
- Graphic design skills not required but are a plus

Compensation: \$45,500/yr including health and dental insurance, among other fringe benefits

To Apply: Please send (1) a résumé, (2) a cover letter explaining: why the role interests you, your interest or connection to climate justice, and what you will bring to the role, and (3) a relevant writing sample (for example, an excerpt from website content, a digital appeal, a report, an organizing plan, etc. 2-3 pages maximum) to: Kendra Beaver, Climate Justice Coordinator, at kbeaver@dbedc.org

The Fairmount Indigo CDC Collaborative (FICC) provides equal employment opportunities to all employees and applicants for employment. FICC views diversity, inclusion, and cultural competence as vital guiding principles in all of our work. We welcome and encourage applications from underrepresented groups including racial and ethnic minorities, members of the LGBTQ+ community, persons with disabilities, persons from diverse educational and economic backgrounds, and all individuals who may contribute to the diversity of the organization and reflect the diversity of the communities we serve.