



The Dellums Policy Justice Fellowship

ABOUT JUST CITIES INSTITUTE

Just Cities Institute advances racial justice in public policy and urban planning through transformative models of participatory and community based design. We organize collective action with directly impacted residents, government leaders, and other stakeholders to tackle the big racial justice issues facing Bay Area and California cities including homelessness, displacement, and re-entry justice. We solve social and economic injustice by addressing the root causes of systemic injustice and designing appropriate policy change solutions. Our work is rooted in love-based justice and racial reconciliation principles. Our work has led to local, statewide, and national best practice policies and plans that have restored human rights and dignity for thousands of residents impacted by structural racism and other forms of discrimination. Examples of these transformative outcomes in our five years of operations include the design and passage of the nation's north star fair chance housing laws, new policies and funding for anti-displacement and housing unhoused residents (\$75 million), and the development of the Black Cultural Zone Collaborative in East Oakland.

For more information: www.justcities.work (website information is outdated).

POSITION SUMMARY

Just Cities Institute (JCI) seeks to support the leadership development of a passionate, visionary, big-hearted, humble, and community-centered future public policy leader who represents the enduring legacy of former [Congressman Ron Dellums](#). The Dellums Policy Justice Fellowship (Fellowship) is a one year full-time fellowship for a recent graduate (recent defined as within a few years) in a graduate program in public policy, urban planning or other related field. The Fellowship provides an amazing opportunity to engage in transformative public policy design and research utilizing the principles of participatory action research and policy design. For the 2022-23 year, the Fellow's main focus would be to provide policy justice research, analysis, and management on Just Cities' re-entry housing priorities. The Fellow would work with Just Cities staff, a cohort of Community Scholars (formerly incarcerated students and young leaders), and a collaboration of re-entry justice organizations and government officials from the cities of Oakland/Berkeley, Alameda County, State of California, and the federal government.

In addition the fellow will be responsible for supporting additional outreach and policy advocacy projects such as coordinating outreach to landlords and affordable housing providers on the requirements of fair chance housing laws, advocacy on the countywide fair chance housing ordinance, and statewide fair chance housing efforts.

JCI is grounded in trust, mutual respect, and equity. In all of our relationships with each other, and with community members, we hold ourselves accountable to advance human rights, be truthful, uplift rather than undermine, and conduct our work in a focused, dedicated, and effective way. We seek a team member who is excited about sharing these accountabilities. Among other things, this means that when a conflict arises, which is inevitable, we address it openly and lean into our relationships as mutually respectful colleagues, rather than into structural authority.

RESPONSIBILITIES

Humble and Love-Based Leadership

- Support Just Cities' new policy justice public/private initiatives including the enactment of a Fair Chance Housing policy and a comprehensive re-entry housing plan for Alameda County.
- Serve as a thought and action partner on a statewide effort to design and pass the nation's first statewide fair chance housing law.
- Supervise and manage the new Community Scholars program working on the nation's first participatory impact evaluation study of Fair Chance Housing (led by the Executive Director) and also the Alameda County re-entry housing plan.
- Coordinate public/community collaboratives to advance the policy justice initiatives.
- Serve as a thought partner to the Policy Justice Director, Executive Director and staff team on program development and implementation.
- Actively promote Just Cities mission and growth through building and nurturing relationships with its many stakeholders including community partners and government leaders.

Applied Policy Research, Design & Writing

- Dream big in terms of policy justice solutions utilizing a human rights framework and transformative policy design model.
- Engage in best practice applied policy research including exploring public policy models that are working outside of the U.S.
- Serve as the research project manager for the nation's first participatory impact evaluation study of north star Fair Chance Housing laws enacted in Oakland and Berkeley and a comprehensive re-entry housing plan for Alameda County.
- Write articles and reports that change the narrative on what's possible in terms of both policy design models and policy solutions.

Management and Development

- Manage, mentor, and promote the professional development of students.
- Instill a sense of accountability among team members by modeling follow through and meeting individual and team performance goals and outcomes.
- Draft grant reports and invoices and ensure they are submitted timely and meet quality control standards.

QUALIFICATIONS

This is an extraordinary opportunity for a community-centered policy leader to dream big on policy justice and design actual implementable policy solutions towards that vision.

Specific requirements

Professional Experience

- At least 2 years of relevant planning, policy, and/or policy organizing work experience.
- Masters degree in related field.
- Demonstrated work experience addressing the needs and priorities of low income communities of color.
- Demonstrated experience in policy research and design.
- Proficient in using technology as a management reporting tool and experience working to develop and implement program evaluation systems.
- Strong project management skills managing complex, multifaceted projects resulting in measurable successes and program growth.
- Excellent verbal and written communication skills with exceptional attention to details.

Interpersonal & Team Building Skills

- Works well with grassroots community members and leaders--deeply appreciates, values, and respects their expertise, knowledge and leadership roles.
- Loves working with a team to accomplish common goals.
- Able to lead/drive specific duties and responsibilities while honoring/incorporating the different roles that other team members play.
- Good at knowing when to lead and when to empower the leadership of others.
- Takes joy in and actively promotes colleagues and partners success and visibility.
- Loves resolving inevitable conflicts and misunderstandings in healthy and affirming ways.



- Enjoys teaching and guiding students.

Personal Qualities

- Integrity, credibility, and a commitment to and passion for Just Cities' mission.
- Humble and also confident and secure.
- Takes initiative, is persistent, and delivers high quality results.
- Embraces a growth mindset.
- Able to ask for help and advice when needed.
- Committed to continuous improvement.
- High emotional intelligence.
- Patient, calm, and compassionate.

COMPENSATION:

Just Cities benchmarks its salaries against comparable positions in the Bay Area to ensure that they are equitable. The salary for this position is \$75,000 to \$85,000, depending upon experience. Comprehensive benefits include medical, dental/vision, retirement, vacation, holidays, and generous family leave.

LOCATION:

The Dellums Policy Justice Fellow will work at Just Cities' Berkeley office.

TO APPLY:

Please submit a cover letter and resume to admin@justcities.work, with subject line "Dellums Fellowship" by **June 17, 2022**. Rolling applications will be reviewed and processed when received.

Just Cities Institute values a diverse workplace and strongly encourages women, people of color, LGBT individuals, people who have been systems impacted, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans to apply. Just Cities Institute is an equal opportunity employer. Applicants will not be discriminated against because of race, color, creed, sex, sexual orientation, gender identity or expression, age, religion, national origin, citizenship status, criminal history, disability, ancestry, marital status, veteran status, medical condition or any protected category prohibited by local, state or federal laws.