



Job Description

Job Title: Restorative & Social Justice Coordinator

Scale: 3 (\$14,000 \$1 ,000)

Accountable to: i &

Place of Work: i (ic a i o i 50 50)

Hours of Work: 15 0 o a (i i a aila ili o

Contract Type: a co ac i o io o (i i

1. Problem/Need

The problem both internally and externally is there are no community organizing individuals in the City of Waterbury. There are groups that offer a road map and/or space for adults or community members to learn about organizing basics, and then do not put those skills into action. Most of the community serving organizations are not willing to challenge the status quo due to funding and a system/city leadership who would threaten to cut funding if the system was challenged. The ACCC at its core is unafraid of this problem.

The goal of the Restorative & Social Justice Coordinator would be to create a city where the people and not the politicians/" leaders" control the power. Which is a huge shift for the City of Waterbury.

You will oversee the delivery of effective Restorative Justice Interventions where appropriate, raising the awareness of the benefits of bringing together who are the most impacted and marginalized. The first target area would be in the Brooklyn Neighborhood in collaboration with the Cultural Centers "Brooklyn Bridge Initiative."

2. Timeline and Goals:

- i. June 2024 – Hire/Onboard and Train Restorative & Social Justice Coordinator on the Scope/ Work - - Community Mapping and Meeting with/Contacting last three cohorts of Circle Process to invite to Community Organizing School. Canvass and Survey 500 Community Members from Brooklyn Neighborhood.
- ii. July - August - Support and work with Cuyo Youth to Teach Community Organizing “People, Power, Movements,” Workshop supporting youth to mobilize and organize for 6 weeks an issue/because they would like to change/see changed in their community.
- iii. August – Coordinator to Attend second 2024 Restorative Justice Peace Circle Process
- iv. September Prepare for First Ever Community Organizer School (5 Weeks from Oct – Nov)
- v. Oct – November - Community Organizing School Launch (Saturday's for 5 Weeks) / GOTV Plan for Neighborhood Brooklyn. (Early Voting Parade/Caravana).
- vi. November – ELECTION DAY GOTV Action Increase Voter Turn Out from Last Election 3% / Attend 3rd 2024 Restorative Justice Peace Circle Process
- vii. December – Prep, Planning, Reflection and Self Care Month.
- viii. December / January - Attend Staff Retreat and Healing / Plan and Prepare for 2025 Organizing Schools and Neighborhood Organizing etc.
- ix. January – Community Organizing School 2 (5 Weeks)
- x. February 2025 - Announce 2025 School Dates and Report out in written report form and in ACCC Annual Report on Organizing goals, statistics, and success, challenges and obstacles.
- xi. February – Begin 2025 work.

3. Knowledge Skills and Delivery (Additional):

- Manage personal resources and own professional development
- Should have effective communication and presentation skills.
- Ability to use Restorative and Social Justice skills to mobilize the community.
- Bi-lingual (Spanish/English) strongly recommended.
- Evidence of successfully planning and organizing work with short and long term time-frames.

4. Canvassing/Travel/Walking

- Required to travel across the City of Waterbury and further afield to deliver job responsibilities and develop capabilities in the role.
- Required to walk in neighborhoods, door knock, canvass and build detailed data base of residents.

5. Unsocial Hours

- Some unsociable working hours required at times to deliver an accessible service
- Requirement to fit into an existing shift pattern with other members of staff, working hours between 8am-8pm Monday to Friday.

Restorative & Social Justice Coordinator

Skills, Abilities & Qualifications:

- 2 years previous experience working as a community organizer with marginalized, low-income, and/or BIPOC people.
- Bachelor's Degree preferred; minimum Associate's Degree required.
- Social work background and/or prior experience working with people with mental illness, substance abuse, homelessness and history of incarceration preferred.
- Outgoing personality and ability to work with people from a variety of backgrounds.
- Excellent organizational skills with ability to manage diverse projects simultaneously.
- Excellent oral and written communication skills, interpersonal skills and self-motivation.
- Positive, proactive and personable team player.
- Ability to work independently and as part of a collaborative team.
- Comfort with social media and digital communication preferred.
- Graphic design skills preferred.
- Special interest in building power among low-income people of color to fight for social, economic and racial justice.

To apply, please email your resume and cover letter to:

Rafael Feliciano-Roman, President & CEO, Afro-Caribbean Cultural Center Inc.
rafaelfeliciano@caciquetaino.org

In your cover letter please describe your experience working as a community organizer, what you learned from that experience, and your philosophy of community organizing among low-income people.

Cover letters that do not specifically address these three points will not be considered. Please include "Community Organizer" in the subject line.

