Environmental Justice Community Engagement & Network Coordinator

Center for Whole Communities and Rights and Democracy seek a proactive and committed Environmental Justice Community Engagement & Network Coordinator with community outreach, organizing and community-building experience to take a leadership role in the development of a statewide Environmental Justice Network for Vermont. Applicants should have a strong working knowledge of Environmental Justice principles and history, whether through training and education, lived experience or both.

The successful candidate for Center For Whole Community's Environmental Justice Community Engagement & Network Coordinator position may be based anywhere in Vermont, and will require travel to our Burlington office. Depending on the candidate's preference and availability, the position could begin part-time through December 31, 2021, with the potential to move to full time on January 1, 2022.

Center for Whole Communities (CWC) is a nonprofit dedicated to weaving together movements for justice and the environment. We have 18 years of experience in leadership development and building relationships across differences in order to foster healthy, whole communities. We work on the individual, organizational and community level to create structural changes in institutional systems. We strive to create the conditions that allow us to take risks, to stretch and evolve a culture from one that is competitive, taxing, and toxic, to one that is collaborative and life-giving.

Rights & Democracy (RAD) is a member-led, people's organization in New Hampshire and Vermont. Our mission is to shift the political landscape through electoral and community organizing to ensure that the values and needs of our communities guide the policies of our government. We are doing this by building a popular movement to advance human rights, dismantle economic inequality, racism, and sexism, and to build a real democracy.

Role Description

The EJ Community Engagement & Network Coordinator must have a strong ability to engage with the community and community leaders in communities to inform their strategy and expand the diversity of voices driving equitable environmental solutions. The Coordinator will facilitate the coordination of an Environmental Justice Network across Vermont (VT-EJ Network), made up of frontline and impacted community leaders, stakeholder organizations, and those most affected by environmental injustice. They will also provide project management, strategic support and thought leadership to RAD and CWC on expansive community engagement and policy language to reach new audiences and advance equitable policy solutions.

For the purposes of this hiring announcement, ‘frontline and impacted communities’ identifies those who:

- Are highly exposed to climate risks, such as flooding, extreme temperatures, and health risks;
- Experience oppression and racism, are excluded from opportunities, or have less resources to adapt to climate and economic change;
- **Bear the brunt of pollution** and negative effects from today’s fossil fuel and extractive economies; and
- Are more **likely to experience a job transition** as Vermont addresses climate change.

These criteria are not intended to be exhaustive, nor do they take into consideration the intersectionality of people’s lives and the multiple vulnerabilities that one may experience.

**Responsibilities & Duties**

- Facilitate the design and development of an environmental justice community engagement plan for the Vermont Department of Environment and Conservation (DEC).
- Facilitate the launch of the VT-EJ Network
- Strengthen, and maintain regular contact with community partners, decisionmakers, environmental justice advocates and thought leaders at state, regional and national levels.
- Manage project/program budgets and grant reporting
- Manage communications with internal and external stakeholders
- Share emerging practices and lessons learned from the field
- Represent CWC and/or RAD, including REJOICE and Vermont Renews, at relevant meetings and conferences
- Some travel in Vermont required
- Other duties as assigned

**Experience & Qualifications**

The successful candidate will have:

- 5 years experience in community engagement and/or community organizing, specifically in communities most affected by environmental injustice
- Established ties and deep accountability to the BIPOC community in Vermont.
- Content knowledge of, understanding, and commitment to EJ
- Process design and facilitation skills
- Experience working with community organizations
- Degree or relevant lived experience in environmental or public policy or related field

Compensation: equivalent to $60,000/yr FTE; hourly rate of $28.85.

**To APPLY:**
Please submit a cover letter and résumé to HiringCWC@wholecommunities.org with “Application for EJ Position” in the subject line, and attachments formatted as Lastname_Doc_Title. This position may be based in our Burlington, Vermont office, or anywhere in Vermont. Position is open until filled.

CWC is an Equal Employment Opportunity employer and actively recruits people of color, women, individuals with disabilities and members of the LGBTQ community.

CWC and RAD believe that one of the greatest strengths of a community is a rich diversity of perspectives. Candidates who are Black, Indigenous, people of color, queer, trans, non-binary, parents, persons with disabilities, immigrants, and anyone who has experienced systemic oppression and/or gender-based violence are highly encouraged to apply.