



## Health Equity Organizer Job Description

Citizen Action of Wisconsin is seeking to hire a Health Equity Organizer beginning as soon as January 15th of 2021. This is a full time (40-50 hrs/week on average) salaried position. Some evenings and weekends required, as well as in-state travel and occasional out-of-state travel. Normally, this position would be based in the Milwaukee office, but during the COVID-19 public health emergency, it is a majority work from home position. In person usage of the Milwaukee Office will be granted on a need basis and in compliance with Citizen Action of Wisconsin's Covid 19 Safety Policy. Applicants must have unlimited access to reliable high speed internet and cellular service at home, and an aptitude for/ desire to learn how to conduct organizing through digital and phone communications. Applicants must live in (or be willing to relocate to) the Greater Milwaukee Area. Women, Bi-racial/People of Color, members of the LGBTQ+ community, and formerly incarcerated individuals are strongly encouraged to apply.

**Description of Work:** This position reports to the Health Care for All Director and works closely with the Climate and Equity Director. A successful Health Equity Organizer will work to advance a Health Equity Campaign primarily with and in communities of Color in Milwaukee, and with a multi-racial and cultural constituency in other rural and suburban areas of the state. The Health Equity Organizer will work closely with other organizing staff who lead Citizen Action of Wisconsin's [Organizing Cooperatives](#) (a modernized chapter system). The role involves community organizing and multi racial and cultural coalition building. Together with member-leaders and Citizen Action of Wisconsin staff, the Health Equity Organizer will advance diverse/multi level [healthcare related issue](#) and electoral campaigns that lead to real impacts on their community and lay the groundwork for large scale changes in communities of Color and for all of us in Wisconsin.

Citizen Action of Wisconsin organizers are expected to learn new skills on the job, and are provided with training and onboarding that may take up to 6 months, while also "jumping in" to the work to gain lived experience. After 6 months to a year, the successful Citizen Action of Wisconsin Organizer will be highly skilled in traditional community organizing; coalition building; public speaking and providing issue education to members of the public; event planning, hosting, and turnout; dues-paying membership recruitment and retention; development and implementation of short and long term issue and electoral campaigns; at least at an intermediate level in regards to all technology and tools they have at their disposal; as well as crafting organizing messaging and maintaining social media presence.

Due to the Covid 19 pandemic, Co-op organizers currently conduct their organizing mostly via phone calls, textbanking, digitally (email, online, social media), and via Zoom.

### Primary Job Responsibilities:

- Conduct approximately 10 new one-on-one contacts with residents of Milwaukee's north side each week to:
  - Advance Citizen Action's health equity campaign in partnership with MICAH.
  - Support base building and membership recruitment for North Side Rising (NSR) by encouraging health equity campaign contacts to join the North Side Rising co-op and connecting them with NSR Co-op Organizer.
- Assist with the development and training of a Health Equity Team within the North Side Rising Co-op and work in collaboration with North Side Rising Co-op Organizer to support that Issue Team.
- Work with Health Care for All Director and Health Care for All Co-op Organizer to design and present/offer Healthcare related leadership development training/opportunities to all existing Co-op Members.
- Track and follow up with Story leads, collect stories, and work with co-op organizers to mobilize storytellers for events.

- Work with co-op organizers to execute grant funded deliverables such as opinion-editorials, letters to the editor, earned media events, and constituent advocacy/lobbying. Help draft templates, frames, and materials for members and the public to use during these activities.
- Plan and implement (at times in collaboration with other staff) health care related earned media, issue education, and public outreach to build grassroots knowledge and understanding of health care systems, Citizen Action's health care priorities, and on other relevant issues that impact the target community.
- Conduct outreach to other groups and organizations in the field who are already working on similar issues in Milwaukee and/or Wisconsin in order to ensure our work is aligned (and/or avoid working at cross-purposes). This can include but is not limited to outreach to labor unions, social justice groups, and health advocacy organizations.
- Conduct research and power mapping of the chosen health care system to identify project targets and navigate their decision making process.
- In partnership with other staff, form and maintain productive working relationships with candidates, sitting elected officials and their staff to help develop legislative champions and engage in co-governance.
- Work in collaboration with other staff to set up lobbying meetings and activities with elected officials around health care issues.
- Work with other staff to maintain social media presence related to all aspects of health care

#### **Required Qualifications:**

- Philosophical commitment to progressive values of economic, gender, racial, anti-oppressive, and environmental justice and equity along with health care freedom for everyone in Wisconsin and America.
- Ability to understand public policy issues and translate them into organizing issues that motivate average people to act, and devise tactics to move the issues or campaigns forward.
- Strong creative strategic thinking skills and willingness to innovate in fast moving issue campaigns and meet deadlines.
- Strong written and verbal communication skills, including ability to produce effective flyers, email alerts, and effective social media posts.
- Excellent listening, interpersonal and problem solving skills, strong personal time management skills, organization skills, and the ability to work under pressure, and the ability to resolve conflicts while maintaining effective relationships.
- Intermediate computer skills including email, composing documents, designing flyers, working with databases, and social networking (Familiarity with VAN and/or EveryAction, Google Suite, Google Calendar, Google Docs, as well as managing Facebook pages and/or Twitter accounts).
- Ability to function in an ever changing work, cultural, and office environment and political landscape with a [Growth Mindset](#).
- Ability to undertake periodic travel in Wisconsin and occasionally out-of-state.

#### **Desired Experience:**

- Experience in labor, community, political or faith-based organizing, experience with or a strong interest in learning relational organizing as well as a commitment to working on racial justice issues, working with communities of color, and with a multicultural base of individuals.
- Experience with large and/or small dollar fundraising.
- Experience working with a broad array of organizations in a coalition on issues of social and economic justice.

**Desired Qualifications (Not required):**

- Experience with designing and implementing strategic legislative and or electoral issue campaigns.
- Experience working with a broad array of organizations in a coalition on issues of social and economic justice.
- Experience with working on racial justice issues and/or working in communities of color.
- Demonstrated ability to meet fundraising goals.
- Bilingual/multilingual a plus.

**Salary and Benefits:** This is a full-time position which includes health care, dental and employer-matched 401K, life insurance, disability insurance, cell phone allowance, and other benefits. Some weekend and evening hours and frequent day and overnight in-state as well as some outstate travel required. Base salary rate is \$40,000.00 annually, and is negotiable upon offer of employment based on experience and qualifications. This is a union position, represented by OPEIU Local 9, AFL-CIO.

**To Apply:** Email cover letter and résumé to Angelique Rogers (Associate Director) at [angelique.rogers@citizenactionwi.org](mailto:angelique.rogers@citizenactionwi.org). The Hiring team will review applications as they come in. The Interview process will begin as soon as we feel we have a diverse and qualified applicant pool. If you are chosen to participate in the in person interview process, a Citizen Action Hiring Team member will reach out to you via email to schedule a pre-interview via phone, and a first interview via Zoom. **Please, no calls or in person inquiries, as we want to ensure a fair hiring process.**