

## **Director of Racial Justice Policy Job Description**

Fair Share Housing Center, Inc. (FSHC) seeks a passionate, innovative and mission-driven individual to serve as a full-time Director of Racial Justice Policy.

In New Jersey and nationally, decades of racial discrimination and exclusionary public policies have kept African-American and Latinx families out of communities with outstanding schools and access to jobs and driven up rents and home prices beyond what many lower-income families can afford. These disparities in recent years have gained increased national attention due to organizing around racial justice and new research showing the multigenerational impacts of housing discrimination and exclusionary zoning. FSHC has one of the strongest track records of any organization in the country in taking on these challenges head on. Our work has created over 70,000 homes affordable to lower-income families in communities that otherwise would have excluded them, with 50,000 more anticipated over the next decade. We have shaped both state and national policy on racial justice and fair housing, including through the largest case ever brought nationally in the 50 years of the federal Fair Housing Act, which resulted in over half a billion dollars benefiting communities that otherwise would have been excluded from Superstorm Sandy recovery.

The Director of Racial Justice Policy will play a leadership role in charting the next generation of state and national policy to address critical issues of racial justice, fair housing, climate change, and disaster recovery, coordinating FSHC's work in this area and collaborating with a diverse range of other groups on the state level and nationally.

This position will report to the Associate Director of FSHC.

### **Organizational overview**

The mission of FSHC is to dismantle decades of racial and economic discrimination in New Jersey and nationally that excludes people from the opportunity to reside in safe and decent housing and neighborhoods. FSHC challenges discrimination -- particularly as it affects people of color through systemic racism -- through local, state, and national policies on land use, housing, disaster recovery, and climate change.

FSHC has a proven track record dating back to 1975, when plaintiffs, attorneys, and others involved in the landmark Mount Laurel litigation formed FSHC. The doctrine has resulted in 150,000 low- and moderate-income New Jerseyans having a place to live in high-opportunity neighborhoods with good jobs and effective schools.

FSHC's work begins with the recognition that exclusionary land use policies are a form of structural racism; harm and disadvantage lower-income families, especially families of color; and perpetuate racial and economic segregation. FSHC, in alliance with strong civil rights, religious, and housing allies, has responded to this hyper-segregation by enforcing the Mount Laurel doctrine and otherwise advocating for the development of affordable homes in higher opportunity New Jersey municipalities, especially for families. And FSHC has played a critical role in the national fight for fair housing, as counsel in the largest settlement in the 50 year history of the federal Fair Housing Act, which shifted over a half-billion dollars in federal disaster recovery funds to support critical needs of communities of color and as a key

participant in shaping federal policies around climate change and disaster recovery, affirmatively furthering fair housing, disparate impact, and the low income housing tax credit program.

### **Position responsibilities**

The position will involve:

- Advocacy at state and national levels for policies that promote racial and economic integration in housing. FSHC regularly meets with elected officials on the state and national level, Congressional and state legislative staff, and key leaders of other state and national advocacy groups. The Director of Racial Justice Policy will play a critical role in shaping, setting up, and following up on these conversations to drive FSHC's policy agenda, including representing FSHC at national convenings and meetings.
- Policy development of proposals on the state and national levels for policies that promote racial and economic integration in housing. The Director of Racial Justice Policy will also drive policy research and development for key issues involving racial justice, access to housing, fair disaster recovery and climate change policy, and related issues. The Director will produce policy proposals in coordination with FSHC's legal and organizing staff and board and playing a leadership role in advocating for and developing those proposals into actual policy. In this work, the Director will work closely with FSHC's Director of Community Engagement on coalition building work with civil rights, religious, and community organizations to ensure policy development is shaped by community leaders.
- Development of written and oral communications regarding FSHC's work, including through meeting with current and potential funders of policy work and testimony at public hearings and meetings. FSHC has repeatedly testified before Congress, HUD Secretaries and other HUD leaders, and the New Jersey Legislature and various state task forces. FSHC also has played a national and state leadership role in working with major national and state funders in both funding its own work and helping shape broader funder strategies for this work. The Director will play a critical role in this work.
- Working with peer organizations throughout the country on policy development and implementation. FSHC has long collaborated with similar organizations in other states and nationally and is often asked for input in shaping other state and national policies on issues such as state fair housing policies and disaster recovery work. The Director will play a key role in this work and developing these relationships.

### **Position qualifications**

Qualified candidates must have proven success in:

- Leading efforts at policy or legal change through legislative, administrative, or legal advocacy.
- Working collaboratively with colleagues and community stakeholders.
- Public speaking.
- Writing, including policy briefings, blogs, funder communications, and/or educational materials.
- Managing project schedules and activities to ensure that all requirements are met, deliverables are completed and reporting is timely.

- Developing and maintaining relationships with community stakeholders, funders and partners, including state and local government, academic institutions, local businesses, and other non-profits.

Qualified candidates shall have:

- A demonstrated commitment to racial justice.
- A bachelor's degree in a relevant field, although experience in a field related to housing or racial justice may be substituted for education. Candidates with legal, public policy, and planning degrees or experience are encouraged to apply.
- A minimum of six years of relevant experience,
- The ability to travel within New Jersey and out of state and the ability to attend some weekend and evening meetings.
- Experience in handling and belief in the importance of dealing with issues that generate public controversy.

Preferred but not mandatory qualifications include:

- Experience with affordable housing.
- The ability to speak and write in Spanish.
- Experience with social media.
- Experience with public interest law, legislative lobbying, government, or related fields.
- A valid driver's license.

Physical demands: This job requires some driving which could potentially be accomplished through taxi etc if driving is a problem for the candidate though many required meetings could be done via public transportation. The job does not involve any other unusual physical demands.

### **Compensation**

\$65,000-\$80,000 annually depending on a candidate's background and skills. FSHC provides an excellent benefits package including high quality employer-paid medical and dental insurance, holiday/vacation/sick leave, paid family leave in accordance with the New Jersey state program, long-term disability insurance, retirement plan, and travel reimbursement.

### **Location**

The position will be based at FSHC's offices in Cherry Hill, New Jersey, with much of the work outside the office. We may be open to someone who would work remotely part time.

### **How to Apply**

Fair Share Housing Center, Inc. is an equal opportunity employer and encourages applications from people of color, women, LGBTQ people, and people with disabilities. Interested applicants should forward a cover letter and resume via e-mail to [jobs@fairsharehousing.org](mailto:jobs@fairsharehousing.org).