

Housing Access Organizer Job Description

Fair Share Housing Center, Inc. (FSHC) seeks a passionate, innovative and mission-driven individual with community organizing experience and interest to serve as a full-time Housing Access Organizer.

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. As a result of many years of work by FSHC and its allies, about 50,000 homes affordable to lower-income families will be built over the next decade, many in communities that have excluded those families for decades. The Housing Access Organizer will work with FSHC staff and its allies to ensure fair access to these homes as they are built, working with community groups to ensure that families, especially families of color, and people with disabilities know about and have the opportunity to apply to live in these homes. The Housing Access Organizer will also work with FSHC legal and policy staff to make sure that state and local governments and developers follow laws that require fair access to these applications and non-discrimination in the application process.

The Housing Access Organizer will report to the Director of Community Engagement of FSHC.

This job is an opportunity for the right candidate to play a critical role in breaking down generations of systemic racism and exclusion that has made New Jersey one of the most racially and economically segregated states in the country, even though it is also one of the most racially diverse states in the country. Our work for decades has served as a model for policy nationwide and in other states and we hope that this work will do the same.

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:

- Developing relationships with local and statewide allies, housing counselors, administrative agents, housing liaisons, and other groups that can share information about affordable homes to individuals and families seeking affordable housing with an emphasis on groups working with communities that have historically had the least access to these homes;
- Educating those organizations and people about newly developed affordable homes and newly available affordable homes
- Educating those organizations and people about the affirmative marketing and application processes and rights of lower-income families for affordable homes;
- Coordinating with FSHC legal and policy staff on enforcement of existing regulations and advocacy for improvements in those regulations that ensure fair access and non-discrimination in applying to affordable homes;
- Building and maintaining a list, in coordination with FSHC legal and policy staff, of application processes and deadlines for affordable homes;
- Working with the Director of Community Engagement on coalition building work with civil rights, religious, and community organizations to help shape state and national policy on racial justice and access to affordable housing.

Position qualifications

Qualified candidates must have proven success in:

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

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.
- A minimum of one to two years of relevant experience,
- The ability to travel within New Jersey and out of state and the ability to attend 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, planning, or related fields.
- A valid driver's license.

Physical demands: This job requires a significant amount of driving which could potentially be accomplished through taxi etc if driving is a problem for the candidate. The job does not involve any other unusual physical demands.

Compensation

\$35,000-\$45,000 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.