



Climate Justice Organizer	
Department: Organizing	Reports To: Interim Director of Organizing, Deputy Director of Movement Building
Supervises: Membership-Based Eco Justice Team and Climate Justice volunteers	Pay Grade (Check all that apply): \$40,000/annually
	Job Description Updated: December 19, 2019

Main Purpose of Job
<p>People United for Sustainable Housing (PUSH Buffalo) is a membership-based community organization whose mission is to mobilize residents to create strong neighborhoods with quality, affordable housing, to expand local hiring opportunities; and to advance economic and environmental justice in Buffalo.</p> <p>PUSH's members are the community organizers who make affordable housing and climate justice a reality in Buffalo. Our members work with partners and funders to create a healthy, just, and strong city that includes community control of resources, living wage jobs, and access to quality education, healthcare, and transportation.</p> <p>About the position: The Climate Justice Organizer position is focused on how to build community power through PUSH Buffalo's Climate Justice campaigns at the state and local level. Over the course of PUSH Buffalo's 14-year history, it has won significant legislative victories for climate justice with grassroots leadership of frontline communities from across Buffalo and Western New York. Most recently, PUSH Buffalo and NY Renews, a large multi-sector climate justice coalition, passed a wide-sweeping climate bill known as the Climate Leadership and Community Protection Act (CLCPA), which seeks to center climate and clean energy reinvestment in disadvantaged communities while creating green jobs. The bill mandates New York State achieve carbon-neutrality across the entire economy by 2050. The successful candidate for the Climate Justice Organizer position will both work at the local and state level to support this important work.</p>

Duties and Responsibilities
<ul style="list-style-type: none"> ● Perform job duties in ways that will promote and uphold PUSH Buffalo's mission and values. ● Training and curriculum development - Assist in the creation and delivery of popular and political education curriculum that centers people and planet in order to build the community power necessary to further PUSH Buffalo's climate justice campaign goals and advance NY Renews' statewide strategy around implementing the CLCPA and securing passage of a second companion bill, the Climate and Community Investment Act (CCIA). The CCIA seeks to set in law a polluter penalty revenue mechanism to fund the just transition to a regenerative, 100% renewable energy economy. ● Coalition leadership in NY Renews - Participate and assume a leadership role in the NY Renews Organizing Committee. Work with Committee members to develop and then lead a statewide climate justice organizing and leadership development program that delivers popular and political education, and skills based training, to grassroots and frontline leaders, community and cultural organizers, researchers, and other coalition members for the purpose of creating transformative relationships, deepening intersectional knowledge of the climate crisis, building a stronger frontline and people of color led climate justice movement in NY.



- Frontline and grassroots leadership development - Engage in intentional leadership development, which includes 1-1s, identifying self-interest, and building powerful relationships through propositions. PUSH seeks to center the leadership of frontline communities that are/have been directly impacted by systems of environmental racism and classism, and racial and economic injustices.
- Base building – In partnership with the Field Organizing Manager, the Climate Justice Organizer will lead deep canvassing trainings and strategy development to bring community members into the Eco Justice Team and PUSH Climate Justice campaigns. This will be part of intentional leadership development and community engagement to organize people and activate leaders from frontline communities.
- Eco Justice Team – Convene and manage the PUSH Eco Justice Team, with a goal of maintaining participation from no less than 25 grassroots and frontline leaders, who will work to direct and sustain the Climate Justice campaigns of PUSH Buffalo. The Climate Justice Organizer will also regularly convene the Eco Justice Team’s Core Leadership Team, along with key members of the Eco Justice Team to ensure effective communication, develop organizational priorities, clarify messaging, and assess campaign needs.
- Campaigns – Develop and manage effective and inclusive member-led climate justice campaigns at the local level that build community power and invest in community-determined climate solutions while divesting from the power of fossil fuel corporations, for-profit developers, and unaccountable government institutions. Local campaigns should seize on strategic opportunities to both amplify state and national work and draw down resources won through campaigns led by statewide coalitions like NY Renews and the NY Energy Democracy Alliance, and national alliances like People’s Action and the Climate Justice Alliance. Effective and accountable campaigns require collaborative and transparent campaign planning processes, written campaign plans, meaningful participation by PUSH’s Eco Justice Team members and allies, good internal and external communication, and clear campaign goals and objectives. The Climate Justice Organizer therefore will work closely with the Director of Policy and Strategy to develop policy and communication strategies to advance organizing and campaign goals.
- Movement alignment - Coordinate with other PUSH staff in the Executive Department, Policy and Strategy Department, and Organizing Department, as well as with members of the Eco Justice Team, to represent PUSH in state and national campaign committees or working groups, including but not limited to NY Renews, the NY Energy Democracy Alliance (EDA), People’s Action, the Climate Justice Alliance, and others as needed.
- Create and implement bi-weekly, monthly, and quarterly works plans and scheduled to be reviewed by the Director of Organizing, and the Deputy Director of Movement Building when appropriate.
- Document and track all activities in PUSH-approved shared databases and online calendars. This will require developing proficiency in Salesforce, PUSH’s customer relationship management (CRM) database, to document contacts, campaigns, potential funders, etc.

Organizational Support:

- PUSH’s Climate Justice Organizer is responsible to assist with educating PUSH’s new hires, consultants, contractors, Street Team, Grant Street Neighborhood Center staff, and others within and outside of the organization in the Just Transition framework.
- Recruit grassroots leaders and community members to become PUSH Buffalo members, as well as Eco Justice Team members.
- Work with PUSH Senior Management Team and existing grassroots leaders to ensure alignment and coordination across different active issue campaigns and provide limited support to those campaigns on an as-needed basis.



Education and Qualifications

- Minimum 2 years of experience in labor, community, political, faith-based, and/or climate or environmental justice organizing
- Experience working with communities of color, immigrant communities, and/or people whose first or only language is other than English is highly desirable
- Bilingual skills in Spanish or other languages spoken in Buffalo’s refugee community, Burmese, Karen, Arabic, Somali, etc. strongly preferred
- Must have good verbal and written communication skills
- Must have solid computer skills, especially in Microsoft Word and Excel, online database management, typing, etc.
- Knowledge of community organizing practices
- Experience of work in Just Transition is a plus.

Physical Requirements

The physical demands are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Local, state, and national travel is required.
- Light physical effort in an office environment
- Frequent computer use
- Primarily sedentary work with occasional bending and reaching
- Maintain a high energy level; comfortable performing multi-faceted projects in conjunction with day-to-day activities
- Regularly required to speak clearly and hear the spoken word as well
- Regularly required to read and write clearly

I have reviewed and understand the job description and believe it to be accurate and complete. I understand that the above job description is not a contractual or binding document; it is provided as a guide to the types of duties required to be undertaken. Duties may vary from time to time and this description is subject to review. Modifications will be made as needed to support changes in the business climate and requirements. I will follow and adhere to my Job Description to the best of my ability.

Employee Signature:	Date:
Manager/HR Signature:	Date: