



## Lead Community Organizer, Civic Engagement and Civil Rights (CEC) SOUTH ASIAN NETWORK, ARTESIA, CA

### About SAN:

The South Asian Network (SAN) is a 32-year old grassroots, community-based, nonprofit organization dedicated to advancing the health, well-being, and civil rights of South Asians living in Southern California. It is the only South Asian organization of its kind, providing outreach, direct services, and advocacy in three key areas: health and well-being, civic engagement, and violence prevention and intervention. SAN embraces the diversity of the South Asian American community as strength and builds unity among South Asian immigrants in Southern California that does not exist in South Asia itself. It also strives to build alliances among the South Asian community, other immigrant communities, and communities of color in order to advance a shared progressive agenda for Southern California.

The SAN team is composed of highly dedicated, resourceful, accomplished and diverse individuals who are passionate about issues such as social justice, empowerment, and diversity and inclusivity. While our work atmosphere is casual, we employ the utmost levels of professionalism, excellence and integrity in our work. For more information about SAN, visit [www.southasiannetwork.org](http://www.southasiannetwork.org).

### About the Lead Community Organizer, CEC Role:

**Type:** Full Time, Exempt

**Salary/Wages:** DOE, plus health insurance, paid leave, and opportunity to contribute to the organization's 403b retirement plan.

The Civic Engagement & Civil Rights unit at SAN is an important and growing program at the South Asian Network, particularly in today's political climate. We engage the South Asian American community in key areas such as, but not limited to:

- Anti-Hate Crime Education, Advocacy, and Training
- Immigration Support and Services
- Non-Partisan Voter Registration, Engagement and Access
- U.S. Naturalization Assistance

The Lead Community Organizer will serve as the program lead and report to the Executive Director & Deputy Director.

## POSITION RESPONSIBILITIES:

This position is funded through a contract with the California Department of Social Services - Stop The Hate Program for Survivors and Prevention to provide education and support services to address the growing hatred and hate crimes against the South Asian community. Providing assistance to community members on pertinent civil rights issues such as discrimination, hate crimes and profiling.

The responsibilities of Lead Community Organizer will include, but are not limited to:

- Anti-Hate crime education, awareness, prevention & intervention
  - Prevention
    - Individual and community safety planning
    - Education and outreach in community and religious centers, senior service centers, student groups in schools and colleges throughout Southern California.
    - Coordinate arts based wellness and community healing workshops (with MH Unit)
    - Provide bystander intervention and de-escalation training to faith and community leaders so that they will in turn educate their communities and congregations
    - Work across racial groups and other impacted populations to strengthen alliances and promote understanding; create partnerships
    - Host community town halls with other BIPOC community leaders to address hate, gain knowledge and share best practices
    - Create anti-hate educational materials and resources in multiple formats (print +video+social media) and in multiple languages (Hindi, Urdu, Bangla, Punjabi).
    - Develop educational curriculum about the elements of hate incidents and hate crimes, services for survivors, and the rights of survivors
    - Organizing educational and healing workshops on hate violence in diverse communities.
  - Intervention
    - Community crisis response/support
    - Represent SAN in anti-hate crime forums, round tables, etc
    - Collect and analyze hate crime data, culminating in an annual report
  - Direct Services
    - Liaise with SAN's MH Program to support hate-crime victims/survivors
    - Referral support to legal services &/or law enforcement and partner organizations

## ADDITIONAL RESPONSIBILITIES:

- Organize South Asian community to build power in public square
- Train South Asian community in Civic Engagement-101
- Build relationships with student groups, Community Centers and Places of Worship
- Build collaborative partnerships with BIPOC organizations doing Civic Engagement work
- Develop and implement non-partisan voter registration and engagement programming
- Assisting undocumented South Asians, in the form of one-on-one counseling and legal referrals.
- Support advocacy efforts at local, state, and national levels on behalf of South Asian immigrants.
- Working closely with the outreach coordinator to recruit and train volunteers and interns for the Civil Rights Unit.
- Maintaining and tracking data, monitoring and analyzing trends, community needs, and overall impact of CEC program.
- Serving as an effective ambassador and thought leader of the South Asian Network and the

- South Asian community through outreach, public-speaking engagements, and articles/blogs.
- Must be able to work evenings and weekends and have reliable transportation.

## PHYSICAL REQUIREMENTS:

In an eight-hour workday, the employee must be able to bend and crouch occasionally, sit continuously and stand or walk frequently.

## SKILLS AND EXPERIENCE:

- Minimum of 3-5 years' experience organizing in either political, non-partisan, issue-based or candidate campaigns on the national and/or state level.
- Deep commitment to civil rights and racial justice.
- Detail oriented, with strong organizational skills, able to manage multiple projects simultaneously, and prioritize tasks effectively.
- Ability to complete timely, confidential, and ethically appropriate documentation.
- Comfort and competence in working independently as well as part of a team.
- Strong PC skills including Word, Excel and PowerPoint.
- Excellent communication and time management skills.
- Ability to work flexible hours, including occasional weeknights and weekends
- Valid California driver's license, insurance, and vehicle that may be used during working hours.
- Bilingual skills (English + South Asian language)
- Ability to support the mission and philosophy of the South Asian Network.

## DESIRABLE QUALIFICATIONS:

- Previous experience working with the South Asian community strongly preferred;
- Experience working with institutional partners to develop funding opportunities;
- Experience developing data tracking systems and setting metrics for success; and
- Understanding of technology, including volunteer and client databases.
- Self driven with the ability to work independently and creatively

To apply, please email a cover letter, resume with salary expectations, and writing sample to: [saninfo@sansocal.org](mailto:saninfo@sansocal.org).

**Application deadline: April 15th, 2022**

*The South Asian Network is an equal opportunity employer that values diversity at all levels. All individuals, regardless of personal characteristics, are encouraged to apply.*