



Position Title: Equitable Development Coordinator

Salary: \$79,250

Eastside For All currently has a flat pay structure where all staff are paid the same salary; therefore, compensation is not negotiable during the hiring process.

Benefits Package

- comprehensive healthcare: medical, dental, and vision for employees, spouses, and dependents up to age 18
- competitive paid time off for vacation and sick/medical leave as well as family, bereavement, jury duty, and military leave, plus 6 paid holidays per calendar year; the organization is closed the last 2 weeks of December for a paid winter break
- long-term disability benefits
- after 1 year and 1000 hours of employment, employees are eligible for participation in the Retirement Pension Plan
- ongoing professional development opportunities

Position Type/Work Hours: Full-time, exempt; the position can be done remotely or out of our Redmond office, but must be available for in-person meetings in East King County when needed. Must be a resident of Washington State. Work hours are flexible, with occasional nights for City Council/Commission meetings and occasional weekends for community events.

Eastside For All's Equity Commitment

We center the voices, perspectives, needs, and solutions of those who are most impacted by injustice, racism, disenfranchisement, and othering. We call for eradicating anti-Blackness in policies, practices, and belief systems. We actively confront the dynamics of privilege, bias, and racism that are present in ourselves, our partnerships, and the broader community. We work in the connecting spaces between communities to foster understanding and co-create solutions.

Eastside For All is an equal opportunity employer committed to having a staff team, board, and volunteers who reflect the communities we partner with and serve. We strongly encourage applications from individuals who identify as Black, Indigenous,

People of Color (BIPOC), immigrants, people with disabilities, LGBTQIA+ and gender non-conforming.

About Eastside For All

Founded in 2019, Eastside For All is an advocacy organization that seeks to transform East King County, Washington, into a place where racial, economic, and social justice are made possible for communities of color. It mobilizes the community, using policies, practices, relationships, and investments as the vehicles for change. Eastside For All is fiscally sponsored by the [Alliance for a Just Society](#).

Eastside For All is a passionate and compassionate organization focused on the care of our community and our team. We honor ancestral and community wisdom by seeking ways to align with the history, contributions, and legacy of those who came before us. We value and support each other's contributions. We strive to create welcoming spaces for everyone who has a part in accomplishing our shared goals for racial, economic, and social justice.

Eastside For All's current staff team consists of three full-time positions, leading collaboratively. Team members play a vital role in strengthening an organizational culture that aligns with our [core values, practices, and mission](#). The Equitable Development Coordinator will be the fourth full-time team member.

General Job Description

Eastside For All seeks a full-time **Equitable Development Coordinator** to work collaboratively with the Eastside For All team at this important stage in our growth. The Equitable Development Coordinator will oversee the organization's work related to equitable development as part of our broader [Build for Belonging](#) initiative that centers racial equity, anti-displacement advocacy, and placemaking/placekeeping practices.

The Equitable Development Coordinator will work closely with the Executive Director, other team members, and a coalition of partners who advocate jointly for affordable housing/equitable land use policies, tenant protections, investments in equitable developments, and inclusive community spaces that emphasize cross-cultural leadership.

The Equitable Development Coordinator will convene and facilitate partner meetings, represent Eastside For All in public and community forums, and provide project management leadership for affordable housing developments and community spaces created in partnership with *BIPOC and immigrant community based organizations.

*Black, Indigenous, other People of Color.

Essential Responsibilities

- Collaborate with state and regional affordable housing advocates to represent Eastside For All communities and to inform Eastside For All's community organizing and mobilization efforts to advance policy change.
- Participate in advocacy actions that may include providing public testimony, as well as meetings with elected officials/commissioners, and local government staff leaders.
- Together with the Executive Director, provide leadership guidance on the vision and strategy for the organization's equitable development priorities.
- Provide project management for initiatives that Eastside For All is helping to lead related to affordable housing developments and nonprofit/community spaces. This includes mapping timelines, identifying and addressing challenges and opportunities, and communicating regularly with involved team members, partners, stakeholders, and community members
- Foster positive relationships with Eastside For All's community based organization partners, elected officials, and other leaders who share commitments to advance affordable, equitable housing and community spaces.
- Participate in Eastside For All team meetings as well as relevant community forums and meetings hosted by partners and other stakeholders; follow up on tasks and leads/connections.

Desired Competencies

- An understanding of systemic racism and racial equity with lived and/or professional experience that can be applied to equitable development initiatives
- 2-4 years of experience in policy, urban planning, advocacy or a related field
- Experience and ability to work effectively with a wide range of stakeholders, community members, and colleagues from diverse backgrounds and cultures
- Excellent verbal and written communication skills, including meeting facilitation and public speaking
- Strong project management experience and skills including drafting feasible timelines and organizing tasks to meet deadlines.
- Comfort with computers and online platforms including social media tools, with a willingness and ability to learn new technology
- Ability to work flexible hours with occasional evenings for City Council/Commission meetings and occasional weekends for community events

How to Apply

The position is open immediately until 8/29/24 or until filled.

To apply, please use the [online application form](#). If you have difficulties with the form, you may email the Executive Director, Debbie@eastsideforall.org. *Please put "Equitable Development Coordinator" along with your name in the subject line.*

Candidates who are finalists for the position will be asked to provide 2-3 references.

Equal Opportunity Employer

Eastside For All is an Equal Opportunity Employer (EOE). Qualified applicants are considered for employment without regard to age, race, color, religion, sex, national origin, sexual orientation, gender identity, disability, veteran status, or any other class protected by law. Assistance and/or reasonable accommodations during the application process are available to individuals (see below).

Accessibility Accommodations

Eastside For All offers accommodations upon request, for people with disabilities during the application, interview, and hiring process (such as forms in alternate formats or interpretation services during the interview). Eastside For All recognizes that employees with physical or mental conditions that significantly limit their major life activities may need reasonable accommodations to perform their essential job functions and provide those accommodations to all its employees when needed. If you require accommodations during the application or interview process, please contact the Executive Director, Debbie@eastsideforall.org, and put "Equitable Development Coordinator" along with your name in the subject line.