



Job Description: Legislative Strategist

Priority review January 13, 2021 | Start date: March 2021

About Partners for a Hunger Free Oregon

Hunger-Free Oregon is a statewide anti-poverty advocacy organization with a small staff of ten. We understand that leadership comes from those with lived experience and that hunger and poverty do not exist on their own, but rather a result of overlapping systems of oppression that create layers of privilege and inequity.

Our values and work are centered in creating systemic changes to end hunger, including the redistribution of resources and power to communities who have been disproportionately affected by systems of violence. Our policy and advocacy work is rooted in a desire for shared liberation from systems of oppression, such as racism, classism, cissexism and other forms of violence, which will allow all to thrive. To this end, our staff and board work with the values of collectivism, integrity and equity.

About The Position

This position will work alongside a co-Legislative Strategist to share workload, complement each other's areas of experience and expertise, and focus on individual portfolios of legislative priorities.

The Legislative Strategists are embedded in our Community Food Justice team, along with two policy advocates, two community organizers, and our communications & research staff member. In addition to this core team, the position will work alongside the executive director, the board of directors, our client advisory board, the Oregon Hunger Task Force and outside partners in development of priorities and strategy.

The Legislative Strategists together lead the process of seeking legislative change to address the root causes and inequitable experiences of hunger by focusing on: Mobilization & Movement Building, Public Policy Priority setting, Issue Campaigns, and Coalitions.

In addition, this position will contribute to organization-wide processes such as strategic planning, all-staff caucus (consensus-based all-staff team), team building, and cultural accountability.

Activities by Area

1. Mobilization & Movement building -
 - Strategize and build opportunities with impacted community members for them to be integrated into policy making decisions at each stage of an issue campaign
 - Across all legislative advocacy strategies, integrate the work of community organizers and prioritize pathways to recruit, equip and support the advocacy and leadership of those directly impacted by hunger.

2. Public Policy Priority setting -
 - Create a process that taps into the strengths and expertise of team-members and constituents from historically oppressed communities actively play a part.
 - Co-Manage the annual team process of public policy research, analysis, stakeholder input, priority setting, determining public stances and designing advocacy strategy.

3. Issue Campaigns -
 - Work alongside the Community Food Justice team and constituents to create policy issue campaigns that are led by the community.
 - Co-lead legislative strategy, advocate, and lobby for Hunger-Free Oregon's legislative issue campaigns. Build relationships with state and federal elected officials to influence legislative and budget decisions. Support constituents in advocating in the legislative process.
 - Track and report back progress of bills and campaign movement through the legislative process, adapting content for staff and various stakeholders.
 - Support project management, communications, budgeting and fundraising for the success of campaigns.

4. Coalitions -
 - Actively participate in public policy coalitions, lending leadership or coordinating with organizers in coalitions that closely align with our priorities. Create and manage coalitions to build power for Hunger-Free Oregon's issue campaigns.
 - Co-lead the work of the Oregon Hunger Task Force, including developing policy recommendations, legislator issue education and member engagement.

Organizational Restructuring

Hunger-Free Oregon is actively redesigning our internal structure as part of a multi-year commitment to rooting out and transforming the white supremacist patterning that is prevalent in both the nonprofit industrial complex and within this organization. The restructuring process began and continues at the urging of past and current staff and board members of color who have been harmed by our organizational structure and culture.

Below are some of the changes that we have already instituted or are currently in process:

- **Democractic decision-making**: We have been practicing democratic decision making for over one year
- **Structure**: We are currently developing a model of overlapping hierarchies and accountabilities where no one person holds all the power, and each person has control over their work
- **Culture**: We are beginning monthly "call-in" meetings to practice a culture of accountability and care, as well as establishing a cultural accountability policy
- **Compensation**: When we have tended to our structure and culture, we will turn our attention to developing and implementing an equitable compensation policy that meets our values.

We are seeking a team member who will be committed to engaging in this work and is flexible as we evolve together.

Benefits and Schedule:

- Full-time, exempt, 40 hours per week with flexibility (could seasonally adjust based on candidate preference).
- \$54,000/yr-\$60,000/yr. (DOE) (bi-weekly pay periods), annual opportunity for COLA and merit-based pay increases.
- Generous benefits including health, dental, and vision insurance; up to 3% matched retirement (IRA); 12 weeks paid family/medical leave; health & dependent care flexible spending account; Professional Development fund. Paid time off includes 3 weeks of vacation with annual increase; 2 weeks of sick time; 12+ holidays; Office closes one week in the winter and one week in the summer for all-staff breaks.

Experience & Skills

The successful candidate will bring a strong equity lens to this work along with a deep commitment to and passion for social, economic and food justice. This candidate will hold:

- The ability to navigate relationships and advocate for changes using an equity lens. To achieve this, this person must have:
 - An understanding of power, privilege and oppression and how that shapes history;
 - Ability to engage in power analysis of personal and interpersonal dynamics, as well as social and structural;
 - Understanding of interracial and intercultural dynamics;
 - Understanding of local issues, including the politics and the history of specific communities in the area;
 - Understanding of the human services system, both the way public policies perpetuate and mitigate poverty and disparity;
 - Basic understanding of social, economic, political concepts such as neoliberalism, imperialism, democracy, colonialism, and white supremacy;
 - Understanding of global justice movements for liberation, and what makes a movement a movement.
- Personal lived-experience of systemic hunger and/or clear understanding of its root causes (such as racism, xenophobia, sexism, heterosexism, transphobia, ableism, ageism, anti-fatness, ethnocentrism, and classism)
- 3-5 years* of public policy advocacy experience required, including:
 - direct experience educating and lobbying elected officials or as a legislative staff
 - coordinating development of policy platforms.
 - high comfort level with the entire state legislative process
 - demonstrated success with developing and putting forward legislation
 - experience testifying and also preparing others to testify
 - experience tracking and reporting updates on progress of bills and movement in the legislature.
 - background in and passion for coalition campaign work, grassroots mobilization and leadership development to move an agenda forward.
 - *(Experience can be a combination of employment and campaign volunteering)
- Relationship and trust building is essential for this position. Experience building relationships with legislators and their staff, as well as grassroots advocates, required.

- Strong communication skills, both orally and written, to build a case. Ability to organize and facilitate meetings, advocacy training, and presentations is required.
- High degree of collaboration and teamwork is essential.
- Flexibility to adjust to changing demands; ability to manage multiple projects simultaneously in a fast-paced environment with little direct supervision.
- While not a requirement of the position, being bilingual or multilingual is valued.

Physical Demands and Work Environment:

All employees are currently working virtually because of the pandemic, and will continue to have flexibility to work off-site when our office eventually reopens. Our office is located in inner SE Portland and is fully ADA-accessible. When health restrictions are lifted, this position will frequently need to travel to Salem to interact with the legislature and will need access to reliable transportation (mileage reimbursement provided). This position requires the ability to operate typical office equipment such as phones, computers and printers and to sit or stand at a desk for extended periods of time. We recognize that the physical demands listed here may present a barrier to some folx, therefore, we encourage all interested applicants to apply and to contact us at recruitment@oregonhunger.org to discuss any accommodation needs.

Application Process

Application open until filled; priority review starts on January 13, 2021. We hope to have the candidate selected by mid-February and begin work on March 1, 2021

How to Apply:

Submit a resume *and* cover letter to recruitment@oregonhunger.org with "Legislative Strategist" in the subject line. Details available at www.oregonhunger.org/employment

In the cover letter, please answer or address these two areas:

1. Please describe your equity journey. Share a pivotal experience in your lived experience or in a prior position that was a learning moment for you. How does equity shape your approach on making decisions on anti-hunger and anti-poverty work?
2. Please share briefly about your grassroots organizing and/or legislative lobbying experience and why you are interested in this position. What would be your process to ensure that impacted community voices are incorporated into legislative strategies?

Equal Opportunity and Non-Discrimination Statement

Partners for a Hunger Free Oregon is committed to equity in our hiring, job advancement, internal operations and when considering the impacts of our work. People of color, from diverse communities, and/or people who bring personal experience of poverty are strongly encouraged to apply. We do not discriminate on the basis of race, color, religion, gender, gender identity, sexual orientation, mental or physical disability, age, marital status, military or veteran status, national origin, ancestry, ethnicity, or any other legally protected class.