

Mellon/ACLS
PUBLIC FELLOWS PROGRAM 

Job Title:	Senior Researcher
Organization:	Seattle Office for Civil Rights
Location:	Seattle, WA
Stipend and Benefits:	\$68,000 annually with health insurance for the fellow, professional development funds, and relocation allowance
Start Date:	September 3, 2019

ORGANIZATION DESCRIPTION

The Seattle Office for Civil Rights (SOCR) is a department in the City of Seattle government that creates policy and enforces legislation and rules that advance the civil rights of and end barriers to equity for Seattle residents. SOCR enforces seven local and five federal laws which apply both to the City as an employer and to all employers within city limits. SOCR leads and coordinates the City's Race and Social Justice Initiative (RSJI) effort to end institutional racism in City government; promote inclusion and full participation of all residents in civic life; and partner with the community to achieve racial equity across Seattle.

Vision: A city of liberated people where communities historically impacted by racism, oppression, and colonization hold power and thrive. *Mission:* To end structural racism and discrimination through accountable community relationships and anti-racism organizing, policy development, and civil rights enforcement. Learn more at www.seattle.gov/rsji.

POSITION DESCRIPTION

SOCR's Race and Social Justice Initiative is 14 years old and was the first governmental effort to end institutional racism in the country. Today, Seattle is one of several hundred jurisdictions committed to racial equity and is seen as a leader in this field that can provide guidance to others embarking on this journey.

The Senior Researcher will lead the development of a bank of case studies that documents the types of challenges faced by a mature race equity initiative and illuminates the salient differentiating aspects of a tenured effort. These case studies will form the core of new training for both City of Seattle employees and other US jurisdictions endeavoring to end institutional racism.

The Senior Researcher will also assist in the design and development of an RSJI Racial Equity Lab where the case studies bank will be housed. The Lab will be a multiplatform tool intended to bolster racial justice efforts through three components:

- The Racial Equity Think Tank, which will convene top equity leaders from city departments to develop citywide racial equity outcomes, highlight promising practices, and receive advanced racial equity training;

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- The RSJI Incubator & RET Center, which will provide departments with targeted racial equity support to nurture new projects and increase/strengthen departments' use of the **Racial Equity Toolkit** Process; and
- The Virtual Library and Data Center, which will create an online public-facing information portal for city staff and the community to access RSJI tools, reports, and data.

Key duties and responsibilities:

- Research complex scenarios interrogating the implementation of race equity workplans and staff professional development in municipal government for SOCR leadership;
- Develop and write case studies and accompanying training resources to support City of Seattle departments and other US municipalities endeavoring to advance equity in a public institution;
- Assist in the design and development of a virtual Racial Equity Lab; and
- Plan and facilitate learning opportunities for municipal racial equity leaders.

QUALIFICATIONS

Required

- PhD in the humanities or humanistic social sciences;
- Demonstrated commitment to and understanding of racial justice issues;
- Excellent interpersonal and relationship-building skills;
- Strong verbal communication skills;
- Strong narrative writing and storytelling skills;
- Analytical and organizational abilities;
- Flexibility and problem-solving abilities; and
- Ability to work individually, with a passionate and diverse team, and with other stakeholders.

Preferred

- Ability to speak and write in a language other than English;
- Experience in teaching, training, and/or curriculum development; and
- Prior experience developing case studies or teaching with case studies.

APPLICATIONS

- Information on the Mellon/ACLS Public Fellows Program: www.acls.org/programs/publicfellows
- All applications must be submitted through the ACLS online application system (ofa.acls.org)
- Application deadline: March 13, 2019, 9 p.m. Eastern Daylight Time