



# ACLS Leading Edge Fellowship 2025

<b>Position Title</b>	Housing Equity Specialist
<b>Organization</b>	North Carolina Justice Center
<b>Location</b>	Raleigh, NC
<b>Stipend</b>	\$72,000 in the first year, \$74,000 in the second year
<b>Benefits</b>	Access to employer health insurance. Professional development funds and relocation funds provided by ACLS.
<b>Start Date</b>	September 2025

## ORGANIZATION DESCRIPTION

The [North Carolina Justice Center](#) is a progressive research and advocacy organization dedicated to expanding opportunity and protecting the rights of individuals with low-income in North Carolina. For almost 30 years, the NC Justice Center has been on the front lines in the courts, at the legislature, in the media, and in communities advocating for positive changes for poor and working North Carolinians. We hold government agencies, institutions, and other actors accountable to address the root causes of racism. The NC Justice Center has played a primary role in most of the state's major policy debates and successfully litigated hundreds of individual cases and class actions. The Center has also produced major research reports that have influenced important public policy change in North Carolina.

## POSITION DESCRIPTION

The Justice Center is seeking a Housing Equity Specialist to enhance the NC Justice Center's capacity to conduct research and shed light on barriers to safe, affordable housing for people living with low incomes in North Carolina, and play a leading role in advancing a campaign for policy reform around these issues. The fellow will focus on tenant screening practices in North Carolina, which too often screen out tenants based on eviction and criminal records that are inaccurate, outdated, perpetuate racial disparities and undermine the state's affordable housing goals. A fellow will have the opportunity to explore creative ways to gather and synthesize information about how tenant screening is conducted in this state, engage in ethical story gathering and storytelling, inform the public and decision makers about the scope of the problem, and use their research to support coalitions of tenant organizers, justice-impacted people and state partners advocating for fair chance and progressive housing policies.

Under the guidance and supervision of NC Justice Center staff, the fellow will participate in in-person and virtual meetings with key stakeholders including people who are directly impacted, advocates, state law makers, and local decision-makers. The fellow will be expected to engage people in a non-academic, community-centered manner in relaying information and ideas.

The fellow will work with NC Justice Center's Communications Specialist to leverage legal clinics, NCJC events, and current events to collect and amplify stories of people affected by housing issues in North Carolina. The fellow will help collect stories using different tactics including surveys, in-person or video-recorded interviews, and by e-mail or letter writing. The stories will be amplified as part of coordinated campaigns through social media, earned media, micro-sites or NCJC website.

Over the course of the fellowship, the fellow will:

- Implement quantitative and/or qualitative research, including data collection and analysis.
- Publish a comprehensive report on tenant screening practices in North Carolina that identifies barriers for tenants. The report will include stories of impacted individuals.
- Develop model policy language for state decision makers, and local decision makers in two to three target localities.
- Disseminate research findings and policy recommendations to the general public, members, and

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partners through written reports and blogs, visualizations, and other means.

The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

**Responsibilities and tasks:**

- Conduct research and produce a comprehensive report on the landscape of affordable housing in NC, with a focus on tenant screening practices, including barriers, challenges, and economic impacts.
- Develop policy recommendations and models for best practices.
- Facilitate high-quality dialogue among, and between, directly impacted people, decision-makers, and other stakeholders about the impact of identified barriers.
- Develop model policy language for state decision makers, and local decision makers in two to three target localities. The policy recommendations will be informed by impacted tenants.
- Work with statewide housing coalitions, advocates, and other key stakeholders to inform the research and advocacy and share information learned.
- Work with NCJC staff to develop a campaign plan, identifying strategies, tactics, targets and stakeholders, to advance policy change.
- Participate in NCJC's staff meetings, staff training, working groups, race equity initiatives, and other events and activities.
- Other projects around housing policies may be assigned, depending on available time, and interest of the fellow.

**Qualifications:**

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Experience with gathering and analyzing qualitative data.
- Commitment to social justice.
- Strong analytical, writing and oral and interpersonal communication skills.
- Project management skills, including managing project timelines and documenting project progress.
- Proficiency in Microsoft Office suite.

*Preferred:*

- Experience engaging in racial justice and gender equity efforts.
- Knowledge of or interest in affordable housing policies and issues.
- Experience or familiarity with participatory democracy, participatory action research, and/or popular education.
- Experience writing educational materials for a nonacademic audience.

**APPLICATIONS**

- Information on the Leading Edge Fellowship Program: <https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships>
- All applications must be submitted through the ACLS Online Fellowship Application System ([ofa.acls.org](https://ofa.acls.org))
- Application deadline: 9 PM EDT, March 12, 2025.

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