



GRASSROOTS COMMUNITY ORGANIZING POSITION with El Salvador solidarity organization in Seattle, WA

Organization: Seattle CISPES – Committee in Solidarity with the People of El Salvador

Position: Committee Coordinator – bilingual English/Spanish (see details below)

Location: Seattle, WA

Application deadline: August 30, 2010

Contact: Eddie Salazar – salazar.edward@gmail.com, 206.329.3543

Seattle CISPES – Committee in Solidarity with the People of El Salvador – is hiring for a 1/2 time grassroots organizing position. Applications are due August 30, 2010. The position begins October 1.

Seattle CISPES is the local affiliate of a national, grassroots solidarity organization. Since 1980, CISPES has worked side-by-side with organizations in El Salvador that are fighting for democracy, human rights and social justice. Our allies include labor unions, women's and youth organizations, environmentalists, and the FMLN (Farabundo Marti National Liberation Front) political party. We take our direction from our partners in El Salvador, and are inspired by their struggle against U.S.-backed policies promoted by the Salvadoran right-wing that have undermined El Salvador's national sovereignty and perpetuated injustice for decades.

CISPES takes action when issues affecting El Salvador have a connection to U.S. foreign policy and/or corporate behavior.

Additionally, Seattle CISPES is active in Seattle-area coalitions working for fair trade and immigrant rights; we seek to connect these issues to the broader economic structures that have negative effects in El Salvador and in the U.S. We also actively support the projects of local Salvadoran community groups.

As the Seattle CISPES Coordinator, you will work with a dedicated group of volunteers and activists here in Seattle, and with CISPES staff and activists around the U.S., to develop and implement political and educational programs, organizational development strategies, and fundraising efforts. You will develop organizing skills and learn from the inspiring examples of social justice struggles being carried out in El Salvador and in our local communities.

RESPONSIBILITIES

External relationships:

- Represent Seattle CISPES to the local Salvadoran community through regular outreach, collaboration and participation in meetings and events.
- Represent the organization in local coalitions, including immigrant rights coalitions and the Washington Fair Trade Coalition.

- Maintain regular communication with the CISPES National Office and through participation in the national Program Implementation Team (PIT), which has one representative from each local CISPES committee.

Fundraising and finances:

- Strengthen existing fundraising programs and develop new fundraising efforts when needed.
- Work with volunteer bookkeeper to pay bills, keep an up-to-date financial ledger, make bank deposits, etc.

Communications and media:

- Ensure that all Seattle CISPES communication, meetings, events, and publications are bilingual (English and Spanish).
- Keep members and supporters of the organization up-to-date through in-person meetings, phone calls, e-mail lists, our website, and other forms of on-line communication (Facebook, Twitter, etc).
- Seek opportunities for media coverage of CISPES' work and of issues that affect El Salvador.
- Represent the organization through public speaking, interviews, press releases, articles, etc.
- Produce a semi-annual newsletter highlighting CISPES' activities.

Event and campaign planning and publicity:

- Organize public events and grassroots political advocacy campaigns.
- Publicize events and campaigns through written announcements, posters and flyers, outreach to allied organizations, etc.

New member recruitment, volunteer coordination and leadership development:

- Seek new members and volunteers, and encourage new contacts to become more involved.
- Provide structure and support for those who can take on volunteer assignments.
- Support members of the organization in gaining new skills taking on leadership roles.

Planning and decision-making:

- Facilitate strategic, long-range planning as well as effective, regular meetings of CISPES members.
- Foster participatory decision-making processes.

Congressional relations:

- Maintain relationships with local Congressional offices and arrange periodic meetings to report on issues affecting El Salvador.
- Organize grassroots political pressure on Members of Congress when needed.

QUALIFICATIONS

- 1 year grassroots organizing experience (e.g. community organizations, student activism)

- Grassroots fundraising experience, or a strong desire to learn fundraising skills quickly
- Proficient in both Spanish and English, written and spoken:
 - No preference as to which is the candidate's first language
 - Formal communication (public speaking, Congressional meetings, written reports and articles) can be done in the candidate's stronger language and interpreted/translated by other members of the organization if needed
- Experience with and commitment to collective group functioning and decision-making
- Experience with coalition-building and networking with diverse communities and organizations
- Highly organized and self-motivated, ability to work independently
- Ability to meet frequent deadlines and work under pressure at times
- Flexibility to travel occasionally to El Salvador and to CISPES national gatherings in the U.S., and to participate in evening and weekend events and meetings
- Knowledge of the impact of U.S. policies internationally, particularly in Latin America
- Knowledge or willingness to learn about history of El Salvador and U.S. involvement in Central America
- Strong personal dedication to political activism and social justice work
- Basic computer skills: word processing, spreadsheets, internet research, e-mail software

Other useful experience:

- Experience with supporting leadership and skills development in activists
- Experience with media work
- Experience with Congressional advocacy
- Experience and skill in editing written materials in English and/or Spanish
- Familiarity with social justice movements and organizations in Seattle and the U.S.
- Other computer skills: Graphic design, layout for newsletters and other publications, database management, website maintenance

TERMS OF EMPLOYMENT

- Half-time (20-25hrs a week) position
- \$12,628/year salary, plus health insurance (extra stipend available for employees with children)
- Two weeks paid vacation after 6 months, 4 weeks after one year
- Minimum one year commitment

HOW TO APPLY

Submit a letter of interest, résumé, and 1-2 letters of recommendation

Your 1-2 page letter of interest should address:

- Your understanding of the concept of solidarity as it applies to CISPES' relationships with our allies in El Salvador
- Why you would like to work with CISPES
- What strengths and experiences you bring to the position
- Skills and experience you hope to gain through this position

- Your understanding of the importance of a commitment to anti-racism and anti-oppression, both in society as a whole and internally within grassroots organizations. *(Please see “CISPES’ Commitment to Dismantling Oppression” below)*
- Any other relevant information you want us to know about you

Please submit all application materials via e-mail or mail to Eddie Salazar, hiring committee representative.

salazar.edward@gmail.com
206.329.3543

Seattle CISPES
ATTN: Eddie Salazar
606 Maynard Ave. S, #252
Seattle, WA 98104

FOR MORE INFORMATION

More information about CISPES, its values, and its organizing model can be found at:
<http://seattlecispes.org/lang/en-us/about>

CISPES IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

People of color, women, gay, lesbian, bisexual, transgender, queer and gender non-conforming people are encouraged to apply.

CISPES’ Commitment to Dismantling Oppression

What follows is CISPES’ national mission statement on anti-oppression. This statement is part of our national recommitment to becoming a more inclusive organization in solidarity not only with the struggle in El Salvador, but with oppressed people everywhere.

CISPES is committed to working for a world without oppression. We recognize that the roots of oppression run deep in our society and in ourselves, and that all freedom struggles -- from El Salvador’s battle for self-determination to domestic challenges to racism, sexism and heterosexism -- are linked.

CISPES’ commitment to challenging oppressive behaviors springs from a strong desire for community. We seek a community where we can grow and respect each other, and not feel the need to dominate and control other people. Through inclusive organizing, we believe we can achieve community and help build a mass grassroots movement to effectively challenge injustice.

We recognize that barriers to inclusive organizing -- racism, sexism, heterosexism, classism, ageism, ableism and other domineering behaviors and attitudes -- stem from an ideology of oppression ingrained in our social institutions as well as in each of us.

Oppression is fostered through the ignorance and prejudice that characterize our schools, the media and government institutions. Oppression is enforced through violence, ranging from physical attacks on women --including the forced sterilization of women of color -- to assaults on gays and lesbians.

Oppressive behavior can be obvious, such as the beating of Rodney King or the Senate inquisition endured by Anita Hill. Or oppression can be manifested in more subtle ways, as when women's comments are devalued at CISPES meetings or CISPES fundraising activities are geared toward whites and heterosexuals. This behavior diminishes our collective work, while isolating and disempowering individuals.

Confronting and dealing with oppressive behaviors, then, must be a centerpiece of our work in CISPES. We need to strengthen continuously the mechanisms of inclusive organizing, including affirmative action, educational workshops, and coalition building with movements led by the oppressed. We will continue to study and articulate the history and dynamics of oppression.

We have a responsibility to forge a model of inclusive organizing, within our own organization and within the national and international progressive movements. We must hold ourselves accountable -- to educate and to develop ourselves in order to make all of us feel at home in CISPES. Ultimately, we're striving to create a safe space for the victims of oppression, a space where those who are discriminated against can find allies in the struggle against injustice, and validate their pain, anger and frustration when they are victimized.

Since its foundation, CISPES has acted on a vision of self-determination and social justice. That vision cannot be limited to one country or one people. Solidarity means mutual support in ending discrimination and injustice, while building a society in which everyone can realize their potential without barriers of race, gender, sexual orientation or class.