



Career Opportunity
Field Organizer
American Civil Liberties Union of Hawai'i
Honolulu, HI

Be Part of a Pivotal Moment in History

The ACLU is working to usher in a new era in which our criminal legal system is smaller, free of bias and discrimination, and committed to the personal safety, health, and dignity of every person and every community.

We are taking our organization to a new level by focusing our communications, field organizing, legal, and policy firepower to pursue specific integrated advocacy campaigns in the areas of Smart Justice, Decriminalizing Poverty, and Reimagining Policing. We're working to achieve measurable goals that will expand civil liberties and civil rights while building the long-term power of the ACLU and the civil liberties movement.

The ACLU of Hawaii's organizing model focuses on developing a diverse group of volunteer leaders, mobilizing grassroots support for campaign objectives, and educating Hawai'i residents about campaign objectives through person-to-person or virtual contact (emphasis on virtual during COVID). ACLU of Hawai'i organizing engages existing members, supporters, and volunteers, and increases outreach to communities. It centers the experiences and leadership of directly impacted people and engages directly impacted people in the work, while also ensuring that non-impacted allies engage in effective and substantive action.

The Field team works with Hawai'i residents to influence decision-makers, both via direct contact and by holding events and actions. The Field team focuses on identifying and supporting volunteer leaders willing to work to mobilize contacts within their own networks, in order to expand the size, reach, and power of the movement.

Organizing at the ACLU of Hawai'i complements approaches used by other groups, but does not replicate them. We are instead oriented towards systemic change and policy action—moving people to take strategic actions that lead to decision-makers making different decisions that result in the advancement of specific campaign objectives. These actions can take place in the electoral, legal, legislative, and public education contexts. Organizing at the ACLU of Hawai'i is also designed to build long-term political and community power for the civil liberties movement, so that civil liberties and civil rights are better protected and strengthened.

The Field Organizer will report to the Field Organizing Director and be a part of an interdisciplinary, cross-departmental team. This position will work to build a strong organizing

program by increasing, diversifying and activating ACLU members and promoting their participation in local and statewide campaigns and initiatives.

What you'll do:

- Be accountable to work plans, supervisor check-ins, debriefs and giving and receiving feedback.
- Work evening and weekend events as needed; position comes with a flexible schedule.
- Participate in planning and implementing other civic engagement projects as needed.

Provide on-the-ground organizing and advocacy support in Hawai'i.

- Develop genuine relationships with people in our communities and across Hawai'i.
- Identify, nurture, and elevate volunteer leadership within impacted communities and the broader public to help shape and inform campaign goals, tactics, and strategies.
- Cultivate and maintain relationships with volunteers while moving them along the ladder of engagement through one-on-one conversations and provide them opportunities to develop leadership skills.
- Train volunteers one-on-one and in groups to think strategically and take action on campaigns using a variety of tactics: event attendance, calls, letters, petition signature gathering, canvassing, phone banking, etc.
- Organize around our priority campaigns in Hawai'i by combining community engagement, legislative, grassroots advocacy, organizing, communications, and legal strategies.
- Develop, strengthen, and nurture alliances and work in partnership with stakeholders including formerly incarcerated people, crime survivors, grassroots groups, legislators, business leaders, health professionals, reform advocates, and religious and political leaders.
- Elevate the stories and experiences of impacted communities and individuals, ensuring the interests and vision of impacted populations and the broader community are reflected in the ACLU of Hawaii's field plan.
- Plan and manage events to raise visibility and support for the campaign, and execute large community actions (hearings, rallies, etc.)
- Plan and manage in-district visits with targeted legislators and other elected officials.

Help to achieve concrete policy objectives while building ACLU Hawaii's political power.

- Work with appropriate staff to design and carry out large-scale campaigns that advocate for criminal legal system reform and reforms in intersecting issue areas, including policing, mass incarceration, criminalization of poverty, and racial justice as well as other ACLU of Hawai'i strategic priorities.
- Provide regular, comprehensive updates on campaign progress to various stakeholders.
- Work with the Field Director to create and implement organizing plans with tactics for involving volunteers that balance immediate campaign goals with building long-term volunteer capacity.

- Ensure that the interests and vision of impacted communities shape the affiliate’s work on criminal legal reform and elevate leadership within impacted communities and the broader public to help shape campaign goals, strategies, and tactics.

Increase awareness of the ACLU of Hawai’i and its reform efforts in Hawai’i.

- Help connect traditional media to impacted people’s stories as well as utilize social media, digital channels and other networks to elevate these stories to the broader public and targeted audiences.
- In collaboration with communications team, work with digital tools to promote events and communicate organizing messages.
- With support of the communications team and as needed, help develop talking points for social media, website content, action alerts, and other collateral.

What you’ll need:

- Personal experience being incarcerated or in other ways being impacted by the criminal legal system is strongly preferred.
- At least two years experience in community/field organizing and base-building preferred. This can include volunteer work.
- Experience putting campaign strategy and tactics for volunteer engagement into practice.
- Experience working with VAN EveryAction preferred.
- A history of working collaboratively and successfully with people and organizations from diverse racial and ethnic backgrounds and a broad range of ideological positions and religious views.
- Demonstrated commitment to equity, diversity, inclusion, and belonging, both in the workplace and in collaboration with community partners and constituents.
- Demonstrated ability to work with diverse coalitions and community groups, work across the political spectrum, and value differences of race, ethnicity, age, gender, sexual orientation and identity, religion, ability, and socioeconomic circumstance.
- Demonstrated ability to work on a fast-paced campaign with many moving pieces and adapting to changing circumstances preferred.
- Knowledge of criminal legal reform or an ability to quickly get up to speed.
- Superb organizational skills; detail-oriented with strong follow-through and the ability to meet deadlines.
- Creative, self-starter, willing to learn, and results-oriented with strong task and time management skills.
- Passion for and commitment to ending mass incarceration and advancing racial justice.
- Strong ties to Hawai’i communities preferred.
- Ability to have a flexible schedule and travel.

Are You Ready to Help Lead Us into the Future?

If you're excited about devoting your talents and skills to the ACLU of Hawai'i, please submit your resume, letter of interest, and mention where you learned of this opportunity, by email, to FieldOrganizingJobs@acluhawaii.org. Please include your last name and "Field Organizer – Hawai'i" in the subject line of the email. No phone calls, please. To ensure that we receive your application, please do *not* use any other ACLU email addresses. **People with personal experience being incarcerated or otherwise impacted by the criminal legal system are strongly encouraged to apply.**

Salary is commensurate with experience and within the parameters of the ACLU of Hawai'i compensation scale. Excellent benefits include: generous vacation and sick leave; 12 weeks of paid family and medical leave; individual/family employer-provided health insurance with 100% of premiums covered by the employer; long-term disability; defined contribution plan with employer match; paid parking; and 14 paid holidays. This position is full-time, salaried, and exempt under the Fair Labor Standards Act.

We will accept applications until August 16, 2021 or until the position is filled, at which time the job announcement will be removed from our website, www.acluhi.org/jobs. We hope that one of those applications is yours.

The ACLU of Hawai'i is a nonprofit, nonpartisan public interest organization, dedicated to defending and enhancing civil rights and civil liberties through litigation, legislative advocacy, organizing, and community education.

The ACLU of Hawai'i is committed to developing a culture of diversity, equity, respect, and inclusion and to strive to maintain a workforce that reflects the communities that we serve. The ACLU of Hawai'i is an equal opportunity employer that does not unlawfully discriminate on the basis of any status or condition protected by applicable law. We encourage all qualified individuals to apply and value people of all races, genders (including gender identity or expression), sexual orientations, disabilities, citizenships, ages, religions, ancestries, and national origins, and who have different marital statuses, family caregiving responsibilities, lived experiences with the criminal justice systems, credit histories, statuses as a victim of domestic and sexual violence, arrest or court record histories, and genetic information. The ACLU of Hawai'i does not tolerate discrimination or harassment on the basis of any of these characteristics.