



## **We're Hiring!: Part-Time Organizing Fellow, Durham**

SONG is looking for one to two part-time organizing fellows to help advance and lead our Free From Fear Campaign to end money bail and pretrial detention in Durham County, NC.

### ***More about SONG's #EndMoneyBail campaign in Durham, NC:***

SONG's Durham, North Carolina based Free From Fear Campaign is working to unify Black, working-class, immigrant and LGBTQ people **to end money bail and pretrial detention in Durham County.**

In May, crews from Southerners on New Ground (SONG) and our political family across the South bailed 65 Black mothers out of jail, so they could be home for Mother's Day. Over 3,000 people donated to our Black Mama's Bail Out Fund in the three weeks before Mother's Day. Locally, we bailed 14 women out of the Durham County Jail, with the help of dozens of volunteers from SONG and the support of community organizations. Later in the summer, to carry on the tradition of Black resistance and rebellion for Black August, we bailed out 9 more.

In the course of doing this work, we saw even more proof of something we already knew: **the immoral system of money bail and pretrial detention impacts everyone—and it must end.**

We have seen how cash bail and pretrial detention hold our people hostage for weeks or months. We have seen how a person's wealth determines whether being arrested means she will lose her job, children, and home—all before being convicted of any crime. Some of us have experienced this ourselves. And we have seen how pretrial caging drags our people deeper into the criminal legal system, and further from the lives we envision for one another.

This is why **we are calling on Durham County's Chief District Court Judge James T. Hill, Chief Superior Court Judge Orlando F. Hudson, Jr., and District Attorney Roger Echols to help put an end to the mass caging of people who are presumed innocent.** Instead of locking people up in the jail we all pay for, our Durham County elected officials should assess people's needs, and invest in meeting them.



***What you would do as a SONG Organizing Fellow in Durham:***

- Plan and facilitate SONG member leader campaign meetings twice a month
- Co-develop and bottom-line execution of campaign plan and strategy with SONG staff and member leaders
- Build base and collect stories
- Run community events and develop relevant materials
- Support and execute media and communications work with SONG staff and member leaders
- Recruit, retain and build the SONG crew

***What we are looking for in you:***

- Deep desire to learn grassroots community organizing and facilitation
- Desire and willingness to engage a variety of stakeholders including grassroots people, judges, administrators and elected officials
- Good attitude and good communication skills
- Strong demonstrated work ethic
- Willingness to talk to strangers and people that don't look like you, walk like you, talk like you etc. [ability to build across race, class, gender]
- Good and demonstrated follow-through
- Ability to work independently
- Some experience helping build and/or maintain teams and groups of people
- Currently based in Durham, NC

A big part of SONG's vision is the idea that people must speak for themselves. We strive to make our hires a reflection of this. In order to be accountable to those we work with, the leaders we support must be a part of the communities we are based in. Therefore, transgender, lesbian, gay, bisexual, queer, same-gender loving, two spirit, gender non-conforming, working class, Black people, people of color, rural, and immigrant people, as well as formerly incarcerated people are all **strongly** encouraged to apply. Priority will also be given to SONG members and political family.

***What you would get:***

- Link up into a SONG Regional Fellowship Program
- Connection and leadership development with other LGBTQ folks running Free From Fear Campaigns throughout the South
- Nitty gritty campaign development experience
- Facilitation, direct action, event planning and community organizing skills



- \$15/hour plus a cell phone stipend
- 10-20 hours a week based on your availability, capacity, other work, number of fellows etc.
- Length of contract will be 1 year with possibility to extend
- Position open until filled.

### ***Ready to apply?***

To apply for this position *please send answers to the following questions* as an attached Word document (.docx) to: **takeaction@southernersonnewground.org** with **“Durham Organizing Fellow”** in the subject line. Applications will be accepted on a rolling basis but priority will be given to those who send in their application by **Monday, January 15th, 2018.**

In addition to these questions, *please include a resume, a one-page cover letter, and two references of people you have worked with closely.*

1. Why are you interested in working with SONG and what do you feel you can learn from working with SONG?
2. What involvement have you had in the Durham Free From Fear Campaign so far, if any?
3. What community organizing and campaign organizing experience do you have?
4. Please look at the "What Are We Looking For In You" section. How do you feel you meet this criteria and what specific skills can you offer?

*SONG is an Equal Opportunity Employer and does not discriminate on the basis of race, creed, color, gender/ gender identity/ gender expression, age, ethnicity, national origin, sexual orientation, religion, HIV status, disability, background, having been incarcerated or marital status*