



WCG Advocacy & Justice Program Director

Organization and Program Description:

Wasatch Community Gardens (WCG) is a community-based, nonprofit organization dedicated to empowering people to grow and eat healthy, organic, local food. Since 1989, we have provided children, adults, and families in Salt Lake County with access to land and education for growing and eating fresh produce, while building and nurturing community connections through gardening and healthy food. We accomplish this through five main programs: Community Garden, Community Education, Youth and School Gardens, Job Training, and Volunteers.

Overview:

Wasatch Community Gardens is creating a new Advocacy & Justice Program that will support the organization's efforts to improve accessibility and equity in everything we do. As a food justice organization that participates in many aspects of the local food system, we feel it is our responsibility to advocate for our community's needs, both internally and externally, while offering guidance and resources for our staff as they execute programming and operations within the context of our community.

The Advocacy & Justice Program Director reports to the Director of Programs and is responsible for understanding the needs of our community members and staff alike while leading external advocacy efforts that build support for our mission. This position requires substantial interpersonal relationship and communication skills, a commitment to continuous learning about intersectional justice principles/movements, bringing others along on the learning journey, and strong community connections in Salt Lake County. This position will work as an educator and advocate for just food systems through three main outlets: policy, programming, and people. This position will work closely with the Director of Programs to develop the Advocacy & Justice Program over the next two years.

Primary Responsibilities:

Program Development (20%, ~8 hours/week)

- Consult internal needs assessment results to understand WCG's internal support needs and priority areas of focus
- Meet with each WCG program and department to understand how to best support goals set during the 2024-2026 strategic planning process
- Conduct an external needs assessment to better understand community needs related to food and environmental justice
- Work closely with Director of Programs to establish, assess, and implement program structure and activities

Organizational Capacity Building (35%, ~14 hours/week)

- Work to identify challenges in our processes and implement solutions to any barriers we have for allowing access for all people

- Meet regularly with WCG programs, departments, committees, and leadership to understand and support ongoing needs related to:
 - Equitable access to programming, information, and events for community members and partners
 - Stewardship of relationships with diverse organizations and marginalized community members
 - Culturally competent programming development and delivery
 - Other strategic goals related to READI (race, equity, access, diversity, inclusion)
- Identify, prioritize, and/or develop regular staff trainings related to organizational goals and skills building and coordinate facilitation
- Participate in relevant staff committees - READI, Advocacy & Policy
- Support community-led programming that is food justice centric, such as Sabores de Mi Patria workshop series, with other dedicated staff members

External Advocacy (35%, ~14 hours/week)

- Work with organization leadership and committees to establish and maintain an advocacy platform that is mission-focused and guides current and future advocacy efforts
- Work with Marketing & Communications team to establish language and materials for distribution that explain WCG's historical and current participation in food justice movements
- Participate in local and state community spaces to understand ongoing grassroots efforts that align with WCG's mission and how WCG may be able to lend support to these causes through advocacy
- Participate in local and state political spaces to understand the ever-changing policy landscape, and advocate for WCG's mission, priorities, and community needs as those changes occur
- Steward existing and new relationships with organizers, decision makers, and political figures at neighborhood, city, county, and state level

Additional Responsibilities (10%, ~4 hours/week)

- Oversee program budget, track expenses and process reimbursement requests
- Participate in Program trainings, staff meetings, program meetings, and other committee meetings as needed
- Participate in WCG events and general staff responsibilities
- Take on other program-related duties as needed

Required Qualifications:

Strong candidates will demonstrate the following skills and experience:

- Personal lived-experience of systemic hunger, poverty, housing insecurity, or its root causes (such as racism, anti-Blackness, xenophobia, transphobia, Islamophobia, sexism, heterosexism, cis-sexism, ableism, ageism, anti-fatness, ethnocentrism, and/or classism or other systems of oppression) - preferably in Salt Lake County
- Multilingual - preferably fluent in Spanish and English
- Demonstrated experience working in food/environment/social justice, social services, nonprofit, or related field
- Commitment to culturally competent community involvement, organizing, and empowerment
- Commitment to practicing and sharing anti-racism, inclusion, and equity principles in food justice
- Ability to work effectively with diverse community members and staff in individual and group contexts
- Ability to handle conflict professionally and navigate contentious situations using emotional intelligence
- Strong oral and written communications skills

- Basic computer skills including MS Office, Google suite, and Apple operating systems

Preferred Qualifications:

- Bachelor's or higher degree in food/environment/social justice, social services, nonprofit, or related field
- Experience working in local Utah politics
- Existing relationships with local grassroots organizers, community leaders, and justice advocates or commitment to building these relationships
- Existing relationships with lawmakers and elected officials or commitment to building these relationships
- Experience implementing accessibility standards related to physical, mental, visible, and invisible disabilities or desire to learn
- Experience in facilitating discussion and learning around race, equity, access, diversity, and inclusion with peers
- Community organizing and facilitation experience

Hours:

This position is full-time (40 hours per week), and the schedule may vary throughout the season. This position will require some evenings and weekends with advance notice.

Salary and Benefits:

Compensation will be commensurate with qualifications and experience with a hiring range of \$50,000-\$55,000, and a salary growth range of \$50,000-\$60,000. Includes health insurance, 401k, HSA, paid holidays, sick and vacation leave, and access to garden produce.

To Apply:

Please email the following materials to openings@wasatchgardens.org:

- Resume
- Names, titles, and phone numbers of three professional references
- Short response (one page total) to the following items:
 1. Why are you interested in this position?
 2. What strengths will you bring to our team and this position?

Please put "Advocacy & Justice Program Director" in the subject line of your email. Applications will be accepted until 5pm, Monday, November 27, 2023. **Applications without references and responses to the questions above will not be considered.**

People of color, people with disabilities, veterans, and LGBTQ candidates are strongly encouraged to apply. WCG is committed to providing equal employment opportunities for all employees and applicants for employment based on individual qualifications and without regard to race, religion, gender, age, national origin, mental or physical disabilities, sexual orientation, or any other similarly protected status. It is our policy to comply with all applicable laws governing employment practices and not to discriminate on the basis of any unlawful criteria. WCG values the diverse backgrounds of its employees and works to create an open atmosphere of trust, honesty, and respect. WCG is an equal opportunity employer and does not discriminate in its employment decisions.