

# AFRORESISTANCE

AfroResistance, is a Black Immigrant Women led organization. It currently seeks a detail-oriented **Full Time Race, Gender and Migration Coordinator** .

Applicants must be committed to AfroResistance mission and its fundamental beliefs.

**Individuals based in the Caribbean and/or Latin America are encouraged to apply.**

## **Mission Statement:**

The mission of AfroResistance is to educate and organize for human rights, racial justice and democracy throughout the Americas.

## **Our fundamental belief:**

We center the lived experiences of subjugated knowledge of Black Women and Girls. We start from the position that Black Women and Girls have fundamental human rights and that all structures, institutions and practices that are in place to violate those rights must be targeted and dismantled through our own efforts in relationship and in solidarity with allied organizations and individuals.

## **Background:**

AfroResistance is a 14-year-old organization led by Black women from Latin America and the Caribbean, previously known as the Latin American and Caribbean Community Center (LACCC), to address the diverse political, economic and cultural needs of the growing Black Latino and Caribbean populations in the United States, with a special emphasis on the most socially, culturally, economically marginalized of the Latine community – African Descendent and Indigenous people. AfroResistance’s overall social justice vision is for those that are directly affected by flawed national and international policies to be in the position to address and represent issues (globalization, racial discriminatory legislations, impacts of free trade agreements, migration, global health, etc.) for their own communities, especially people of African descent in the Americas. AfroResistance is therefore filling the gap where the intersections of race, gender, class and exclusion are not included in the discussion by most organizations for social change in the local and regional groups.

## **Purpose of the Role**

The purpose of the Race, Gender and Migration Coordinator role is to assist in the provision of gender, race and migration technical advice and the coordination of activities led by

AfroResistance Program Department including activity proposal, design and implementation and training based on approved work plans and organizational strategies.

### **Roles and Responsibilities**

- Lead the ongoing growth and development of the race, gender and migration portfolio of the organization from advice to the development, implementation and review of AfroResistance organizational priorities, strategies and activities.
- To identify socio political opportunities, obstacles, and priorities and develop and implement strategies for human rights advancement and protection.
- Maintain effective relationships with Program Director and other staff
- Maintain and elevate the visibility of the ongoing Black Migration Regional Working Group.
- Propose and develop a regional campaign that centers Black Migration and intersects with Race and Gender
- Establish strategic and meaningful partnerships with local and regional (US, Latin America and the Caribbean) to create a deep understanding of race, gender and migration as a Black Internationalist issues/movement/priority
- Provide administrative support to the ongoing management of the volunteers, interns and fellows including the designing of profiles, recruitment, orientation and assigning of work tasks, activities, technical support and supervision of volunteers, interns and fellows
- Contribute to the identification and development of new activities that will contribute to AfroResistance outcomes.
- Design, propose and deliver capacity and awareness building and analysis development opportunities in race, gender and migration for staff, partners and other organizational stakeholders
- Support the Program Director in the delivery of capacity building in gender awareness and analysis of the Support Unit staff, partners and other stakeholders through delivery of training.

### **Essential Criteria**

- Demonstrated understanding and analysis of historical and contemporary race, gender and migration issues in North, Central and South America & Latin America and Caribbean at both regional and country level;
- Ability to contextualize gender issues within both a human rights based approach and the legislative context of the region as whole (domestic and regionally);
- and the ability to relate understanding to provide conscious and compassionate understanding of the issue at hand.

The position is currently funded up to a period of 12 months with option to extend for another 12 months. The position will undergo an annual performance appraisal that will inform assignment continuation.

Black Women, people living with HIV/AIDS, LGBTQI people and/or people with disabilities that live in the Caribbean and/or Latin America are encouraged to apply.

Interested candidates for this position should submit a cover letter, resume that represents you and your work, and contact information for three references. Please email [marcia@afroresistance.org](mailto:marcia@afroresistance.org), please submit materials in PDF format. *Please be sure to include your full name in the file extensions.* **Deadline is April 30th, 2022.**

*AfroResistance opportunities are based upon individual capabilities and qualifications without regard to race, color, religion, gender, pregnancy, sexual orientation/affectional preference, age, national origin, marital status, citizenship, disability, veteran status or any other protected characteristic as established under law.*