2016 CARLSON CIVIC FELLOWSHIP

Position Overviews

Asian Counseling and Referral Service
Civic Engagement Fellow (Engaging the API Community)

**Description:** Data shows that less than 40% of Asian Pacific Islanders in Seattle voted in 2014. There is an extreme need for the community to increase its political representation so that its experiences of structural and institutional racism diminish. This Carlson Civic Fellow will work with ACRS to explore the many barriers to voter turnout, and help empower the community to develop a strong political voice. **The Fellow will:** help conduct workshops to train ACRS staff on voting-related considerations and processes; create and lead similar leadership development opportunities for ACRS' community members; organize a visibility campaign; distribute educational resources; and help track ongoing community engagement.

Puentes
Community Mobilization Fellow (Ending Migrant Detention)

**Description:** Puentes strives to help undocumented migrants and their families cope and flourish despite a broken immigration system. One of the most urgent needs it focuses on is putting an end to migrant detention. Puentes recognizes that a key strategy in effecting change is to mobilize faith-based communities towards awareness and advocacy. This Carlson Civic Fellow will support Puentes' grassroots effort to mobilize religious communities into taking action. **The Fellow will:** build personal relationships and facilitate partnerships with key stakeholders; collect testimonies, conduct research, and produce related educational content; and co-develop campaigns to promote the goal of immigration reform both nationally and locally.

Solid Ground
Advisory Council Fellow (Racial and Economic Justice)

**Description:** Solid Ground works to end poverty and undo racism and other oppression that are root causes of poverty. Its programs support over 60k Seattleites each year in meeting their urgent housing, food and life skills needs, to escape poverty and thrive. Solid Ground is developing an Advisory Council for its program participants' voices to be heard, valued and incorporated into the program decisions that affect them. The Carlson Civic Fellow will collaborate with Solid Ground's Anti-Racism Initiative Manager and other staff on the preparation, coordination and creation of this Council. **The Fellow will:** conduct research on community-engagement by non-profits to inform strategy; build relationships through outreach and recruitment; and prepare for and support Council members leading up to a summer town-hall style convening.

See complete position descriptions on the pages that follow.
2016 CARLSON CIVIC FELLOWSHIP POSITIONS

Civic Engagement Fellow (Engaging the API Community) with Asian Counseling and Referral Service (ACRS)

Context: ACRS is a nationally recognized nonprofit organization offering a broad array of human services and behavioral health programs to Asian American Pacific Islanders (AAPIs) in King County. Its mission is to promote social justice and the well-being and empowerment of AAPIs and other underserved communities – including immigrants, refugees, and American-born – by developing, providing and advocating for innovative, effective and efficient community-based multilingual and multicultural services.

ACRS began in 1972, when a small group of AAPI community members, volunteer social workers and students came together to address the mental health needs of AAPIs. Due to language and cultural barriers, many people were not able to access appropriate services from mental health providers. When they did, they were at risk of being misdiagnosed or receiving inappropriate care from counselors or psychiatrists who were not familiar with their culture or who could not speak their language. As in its grassroots beginnings, ACRS has grown and developed programs and services in direct response to community needs. Today, it helps over 27,000 primarily low-income AAPIs of all ages. Most of its 240+ person staff members speak the same languages and come from the same cultures as ACRS’ clients, making their transitions easier and successful outcomes more likely. With these shared experiences in transitioning from their native countries to the U.S., many are regarded as leaders within their respective ethnic communities.

Fellowship Position: The Asian and Pacific Islander (API) community is disproportionately underrepresented in politics, nationally and locally. Despite being a fast-growing community, less than half of the API community is registered to vote; this is the lowest registration rate of any community of color in Washington State. APIs are also underrepresented in voting power; they make up over 10% of Washington State’s population and 7% of the electoral vote – but less than 40% of APIs in Washington voted during the 2014 election. When APIs are not registered to vote or are not voting, a huge lack of political representation is sustained and the policies that impact API’s daily lives may not include their perspectives. As such, there is an extreme need for the community to increase its political representation – to be seen and heard in the political context – so that its experiences of structural and institutional racism diminish. The Fellow will work with ACRS to explore the many barriers to voter turnout, and help empower the community to develop a strong political voice.

The Fellow will:

- Help train ACRS staff on voter registration, voter education, and the act of voting;
- Support leadership development amongst ACRS’ clients and community members by: a) recruiting and leading a group of 10 young adult API community leaders to serve as civic liaisons, b) creating a 2-month civic training workshop series on topics such as why civics matter, how to register to vote, how to help someone vote, how to stay non-partisan, etc., and c) fostering a sense of community amongst the liaisons.
- Help coordinate civic engagement activities such as Asian and Pacific Islander Legislative Day;
- Lead a visibility campaign and distribute educational resources to increase API civic engagement;
- Assist in data entry to help track community engagement.

The ideal candidate will have interest and skills in these areas:

- Strong written and verbal communications skills
- Previous experience with community organizing
- A sense of social justice principles
- Basic knowledge of the API community

Encouraged but not required:

- Bi-lingual skills in any Asian or Pacific Islander language
- A Washington State driver’s license
Community Mobilization Fellow (Ending Migrant Detention) with Puentes

**Context:** Puentes is a Latin@-founded and led organization serving undocumented migrants and their families in Washington State through direct services, community organizing and grassroots advocacy. It mobilizes mental health resources and promotes therapeutic spaces that are culturally and structurally relevant through psychosocial assessments, horticultural therapy, and accompaniment to migrants in detention and their families. It strives to help undocumented migrants and their families cope and flourish despite a broken immigration system, by both supporting community members and building partnerships within the larger movement of immigration reform and social justice.

Puentes has concentrated its mission on undocumented migrants as opposed to “immigrants” because it recognizes *illegality* as an expression of structural violence. Puentes sees the barriers to well-being of migrant families as deeply intertwined with the dehumanizing conditions of illegality. Therefore its programs are geared toward the recovery of “social agency” and “political consciousness” to promote the well-being of all members of its community. At the core of this strategy is making space for the perspective of migrants and placing it at the forefront of Puentes’ programs. Thus, its services incorporate core elements of the Latino tradition, such as ethics of liberation and resistance; solidarity, a priority to serve those who are most disenfranchised; finding wisdom in the community; and making sure that its projects resonate with those who matter the most: undocumented migrants and their families.

**Fellowship Position:** Puentes focuses deeply on the urgent needs to end to migrant detention, advancing change through legal and political advocacy as part of a broad ecosystem of immigration justice (Puentes is part of the Detention Watch Network and collaborates heavily with local grassroots movements). Puentes recognizes that a key element in effecting change is mobilizing faith communities towards awareness (specifically the national Evangelical Church, as a large percentage of decision-makers in Congress are evangelical).* The Fellow will support Puentes’ grassroots effort to mobilize religious communities towards local and national immigration reform and ending migrant detention by building personal relationships, and developing and implementing strategic advocacy campaigns.

**The Fellow will:**

- Work with Puentes’ Executive Director to learn, carry out and expand current campaign strategies;
- Build and facilitate partnerships with key stakeholders and other organizations campaigning for immigration reform (via conference calls, meetings and events, and supporting ongoing communication);
- Collect and translate testimonies from detention and prepare them for religious leaders to share with community members – and research and produce educational content that tells stories from detention and sheds light on human rights issues that help community members better understand detention-related injustices (through OpEds, blog posts, info-graphics, etc.). *This work may require visiting individuals detained at the NW Detention center.*
- Learn about nonprofit management, community-based initiatives and social entrepreneurship by participating in staff meetings and working at the Impact Hub, which houses other “social good startups.”

As a new, developing organization Puentes’ office culture is collaborative, creative, fluid, flexible and generally non-traditional; it is important that the Fellow feel comfortable working in this kind of environment. As such, the ideal candidate will:

- Be an active listener; recognize that learning that can come through listening, especially to those who are detained;
- Possess emotional intelligence, curiosity, a servant heart (no task is beneath them – a good team player!), and above all, a spirit for self-reflection and a desire to grow;
- Have strong communication and networking skills;
- Be good with computers and have the ability to quickly learn new technologies;
- Preferably speak Spanish – basic skills are ok.

*NOTE: Religious affiliation is not a requirement for this position.
Advisory Council Fellow (Racial and Economic Justice)  
*with Solid Ground*

**Context:** Solid Ground works to end poverty and undo racism and other oppressions that are root causes of poverty. It believes that our community can move beyond poverty and oppression to a place where all people have access to quality housing, nutritious food, equal justice and opportunities to thrive. Solid Ground’s 22 programs support more than 60,000 King County residents each year in meeting their urgent housing, food and life skills needs to escape poverty and thrive.

Solid Ground actively identifies and examines institutional and systemic structures, policies and practices that prevent economic justice through the persistent practice of anti-racism. Internally, staff members develop a critical analysis of their own identities specifically as it relates to (1) relationships with program participants, (2) relationships with colleagues, and (3) the daily practice of their profession. Externally, Solid Ground practices “deferential allyship” (solidarity) by respecting the capacity/agency of the communities (clients) it serves to actively and meaningfully participate in developing the short- and long-term solutions for their own lives. Likewise, it works in solidarity with partners to facilitate social justice alongside their program participants. The Carlson Civic Fellow will be engaged and supported in this kind of critical analysis throughout their time with the organization as well.

**Fellowship Position:** Solid Ground is developing an Advisory Council for its program participants’ voices to be heard, valued and incorporated into the program decisions that affect them. As the organization works alongside the community, it wants to ensure that its efforts support the struggle for racial and economic justice in King County, while guaranteeing that decision-making power is led by the program participants’ themselves. The Carlson Civic Fellow will collaborate with Solid Ground’s Anti-Racism Initiative (ARI) Manager on preparation, coordination and creation of this Advisory Council; they will be tasked with supporting the planning and execution of the Council, culminating in a town hall-style community convening in early summer.

**From January to March, the Fellow will:**
- Conduct research on how social service agencies “quantify qualitative outcomes,” and produce a brief report on how mission-driven non-profit organizations can value and measure community engagement;
- Engage in outreach, identifying stakeholders, recruiting them for participation in the Advisory Council, and building relationships with members over time.

**From April to June, the Fellow will:**
- Work with the ARI Manager to prepare and support Advisory Council members for the town hall meeting in June; support logistics and content development as necessary.

These tasks represent opportunities to apply social justice theory at the intersections of race, class and gender. To accomplish this, the Fellow will be supported in developing an anti-racist lens with which to frame public leadership, and will gain practical insight into community organizing as a strategy of public leadership.

**The ideal candidate will:**
- Demonstrate a clear commitment to anti-racism;
- Have a willingness to meaningfully engage with internal and external stakeholders;
- Have experience working in underserved communities and/or experience in social services or related fields;
- Have an outgoing personality and comfort speaking with people from a range of backgrounds;
- Possess strong research, writing and analysis skills;
- Ability to speak multiple languages is a plus.