



Carbon Justice Policy Specialist, Director

West Harlem Environmental Action Inc. a/k/a WE ACT for Environmental Justice is a Northern Manhattan community-based, membership organization whose mission is to build healthy communities by ensuring that people of color and/or low income participate meaningfully in the creation of sound and fair environmental health and protection policies and practices. We use community organizing, community-based participatory research, and evidence-based, policy & advocacy campaigns to create systemic change at the federal, state and local levels of government. WE ACT is locally and nationally known for its work on children's environmental health, community-driven climate resiliency, healthy homes campaigns, government accountability, and community-based, environmental health research.

WE ACT seeks a full-time **Carbon Justice Policy Specialist** to work closely with WE ACT's Executive Director, Senior Directors, Director of Policy, statewide coalitions, and government advisory boards to develop strategic, unified, and sustained advocacy to achieve an equitable transition away from climate polluting policies and practices, with particular focus on carbon policy.

The Carbon Justice Policy Specialist on day one should be knowledgeable on carbon policy, especially its interrelation with environment health, clean air & water, clean/energy, carbon reduction strategies, net-zero, legacy emissions, carbon markets, sequestration, and other carbon related issues. They will influence city and state executive, legislative and agency actions and educate legislators/officials on carbon policy and justice. The Specialist will coordinate WE ACT's carbon-related policy agenda items that support an equitable transition away from fossil fuels and evaluates renewable energy investment opportunities in communities with environmental justice concerns. They will advise on community-based carbon justice issues and issues regarding renewable energy, fossil fuel infrastructure, public service commission matters, rate cases, utility affordability, and more.

The **Carbon Justice Policy Specialist** defines and formulates WE ACT's carbon policy positions, builds broad-based support for these positions, and promotes WE ACT's presence and the presence of an environmental justice perspective in policy formation.

RESPONSIBILITIES

- Develop WE ACT's carbon justice policy agenda, incorporating solutions and voices of communities most impacted by a history of polluting sites and climate change inequalities.
- Craft and formalize WE ACT's knowledge-base on carbon policy, especially its interrelation with environmental health, clean air & water, clean/energy, carbon reduction strategies, carbon markets, and other carbon related issues.
- Lead and participate in policy setting forums, funder calls, agency and governmental relation activities on carbon policy at the federal, state and local level.
- Provide strategic advice, briefings, and recommendations on legislative changes on carbon policy issues to the Executive Director, Senior Directors, Director of Policy and other WE ACT staff.
- Staff task forces and other collaborative initiatives and projects designed to define carbon policy within the larger environmental justice movement.
- Establish WE ACT's educational and messaging efforts related to carbon through community-based planning initiatives such as facilitating workshops, developing planning materials, media campaigns, and strategically engaging in the public planning process to promote understanding and action around carbon policy.
- Address urgent carbon policy issues as they arise including making WE ACT a signatory to "sign-on" letters and asserting any public commenting actions related to carbon policy.



QUALIFICATIONS & EXPERIENCE

- Master's degree and at least 3 years of experience in carbon policy, law, environmental justice, or related field.
- A deep understanding of carbon policy, literature, and law; carbon markets and innovations; environmental policy and law; environmental justice concerns and perspectives; city, state, and federal politics; and New York political leadership.
- Recognizes ways race, and other identities (historically and presently) intersect and play out in our work, especially for clients and community members.
- Demonstrated ability to apply racial justice lens to your work.
- Experience working in diverse communities.
- Excellent public speaking and writing skills required.
- Demonstrated ability to engage diverse stakeholders.
- Ability to work in a team of community organizers, policy advocates, and researchers.
- Strong sense of ownership over goals and projects.
- Spoken Spanish preferred but not required.

COMPENSATION & BENEFITS

WE ACT offers competitive nonprofit compensation and is committed to salary transparency and wage equity. The salary range for this position is \$110,000-125,000 based on experience and qualifications. WE ACT offers a generous suite of benefits, including comprehensive healthcare (medical, dental, vision), flexible spending accounts, life insurance, pre-tax transit program, retirement programs, and paid holidays and vacation, along with onsite HR support. WE ACT has a hybrid work policy based on supervisory and organizational needs. All staff are required to be fully vaccinated.

HOW TO APPLY

Please email your cover letter, resume, and three references to our Director of Human Resources, David Stewart Hudson at David.Hudson@weact.org, with 'Carbon Justice Policy Specialist' in the subject line. Submission in a combined PDF or Microsoft Word file is preferred. This position is open until filled and applications will be reviewed on a rolling basis. Phone calls will not be accepted.

OUR COMMITMENT TO DIVERSITY, EQUITY & INCLUSION

WE ACT is an equal opportunity employer and strongly encourages applications from people of color, women, persons with disabilities, reentry and LGBTQIA+ communities. If you've read this job description, are excited by it, and can see yourself in this role, we hope you apply! If you need reasonable accommodation during the application or interview process, please email David Stewart Hudson at david.hudson@weact.org.