



Smart Justice Field Organizer Career Opportunity

Be Part of a Pivotal Moment in History

The ACLU is working to usher in a new era of smarter justice: a system that is substantially smaller, free of bias or discrimination, and committed to the personal safety, health, and dignity of every individual and community.

Over the past 40 years the number of people jailed in Hawai'i has increased almost tenfold, yet during that time Hawaii's population didn't even double. We are jailing more people and *not* because crime has gotten worse. Our crime rate is the lowest since we started collecting data. Yet Hawai'i uproots nearly 1,500 men by sending them to a private prison in Arizona, which has impacted some of our most vulnerable families. Additionally, our jails are operating at double their design capacity: 2,200 people are held there on any given day, and about half are pre-trial detainees who *haven't had a trial* and are held at a cost of \$146/day per person.

Money bail – which is used in almost no other developed countries – is the reason for this unconscionable inequity. Fixing money bail is the first step of our Hawai'i “Smart Justice” campaign to reduce incarceration rates by 50%, while addressing systemic racial inequalities. For more background candidates are encouraged to learn more at www.acluhi.org/bailstudy.

To make this happen, the ACLU of Hawai'i is hiring a Field Organizer to lead a groundbreaking, statewide, multi-year Smart Justice campaign.

We want someone who can help build a movement. Although the campaign will begin with a focus on money bail, objectives also include reforming Hawaii's prosecutorial systems, parole, probation, and increasing the availability of programs that can be alternatives to incarceration.

The field organizer will report to the Smart Justice Campaign Director and be a part of an interdisciplinary, cross-departmental team. This is a two-year, full-time, salaried position with a possibility of extension depending on a variety of factors. It is based in Honolulu, but open to remote work on neighbor islands depending on organizer's experience.

Our Smart Justice Field Organizer Will:

- Organize a campaign aimed at ending mass incarceration in Hawai'i by combining community engagement, legislative, grassroots advocacy, organizing, communications, and legal strategies.

- Develop, strengthen, and nurture alliances and work in partnership with stakeholders including formerly incarcerated people, crime survivors, legislators, business leaders, health professionals, reform advocates, and religious and political leaders.
- Identify, nurture, and elevate volunteer leadership within impacted communities and the broader public to help shape and inform campaign goals, tactics, and strategies.
- Provide regular, comprehensive updates on campaign progress to various stakeholders.
- Implement organizing plans with tactics for involving volunteers that balance immediate campaign goals with building long-term volunteer capacity.
- Plan and manage events to raise visibility and support for the campaign.
- Plan and manage in-district visits with targeted legislators and other elected officials.
- Elevate the stories and experiences of impacted communities and individuals, ensuring that the interests and vision of impacted populations and the broader community are reflected in Hawaii's Smart Justice Campaign plan.
- Produce ongoing reports tracking data and other metrics.
- Work evening and weekend events as needed, ability to have a flexible schedule and work long hours when necessary.
- Mobilize volunteers to take action on legislative campaigns using a variety of tactics: event attendance, calls, letters, petition signature gathering, canvassing, phone banking, etc.
- Ensure that the interests and vision of impacted communities shape the affiliate's work on criminal justice reform and elevate leadership within impacted communities and the broader public to help shape campaign goals, strategies, and tactics.

Our Smart Justice Field Organizer Will Bring These Qualifications:

- Personal experience being incarcerated or in other ways entangled with the criminal justice system is strongly preferred.
- Experience in community/field organizing and base building, preferably at least one year. This can include volunteer work.
- Experience in political/advocacy/campaign organizing, with experience working directly with volunteers preferred.
- Experience putting campaign strategy and tactics for volunteer engagement into practice.
- A history of working collaboratively and successfully with people and organizations from diverse racial and ethnic backgrounds and a broad range of ideological positions and religious views.
- Demonstrated ability to work on a fast-paced campaign with many moving pieces and adapt to changing circumstances preferred.
- Knowledge of criminal justice reform or an ability to quickly get up to speed
- Superb organizational skills; detail-oriented with strong follow-through and the ability to meet deadlines.
- Creative, self-starting, willing to learn, and results-oriented with strong task and time management skills.
- Passion for and commitment to ending mass incarceration and advancing racial justice.

- Strong ties to Hawai'i communities preferred.
- Ability to have a flexible schedule and travel.

Are You Ready to Help Lead Us into the Future?

If you're excited about devoting your talents and skills to the ACLU of Hawai'i, please submit your resume, letter of interest, and mention of where you learned of this opportunity, by email, to SmartJustice@acluhawaii.org. Please include your last name and "Smart Justice – Hawai'i" in the subject line of the email. No phone calls, please. To ensure that we receive your application, please do *not* use any other ACLU email address. People with personal experience being incarcerated or otherwise impacted by the criminal justice system are strongly encouraged to apply.

Salary is commensurate with experience and within the parameters of the ACLU of Hawai'i compensation scale. Excellent benefits include generous vacation and sick leave; individual/family employer-provided health insurance; life insurance and long-term disability; defined contribution plan with employer match; and 14 paid holidays. This position is full-time, salaried, and exempt under the Fair Labor Standards Act.

We will accept applications until June 30th, 2019 or until the position is filled, at which time the job announcement will be removed from our website, www.acluhi.org/jobs. We hope that one of those applications is yours.

The ACLU of Hawai'i is a nonprofit, nonpartisan public interest organization, dedicated to defending and enhancing civil rights and civil liberties through litigation, legislative advocacy, organizing, and community education.

The ACLU of Hawai'i is an equal opportunity/affirmative action employer. We value a diverse workforce and an inclusive culture. It is our policy to employ qualified people without regard to: race; color; religion; sex; national origin; age; ancestry; disability; sexual orientation; veteran's status; marital status; civil union status; arrest or court record; citizenship; credit history; genetic information; gender identity or expression; status as a victim of domestic violence, sexual violence, or stalking; or any other characteristic protected under federal or state law.