

## **Latino Community Fund Georgia: Project Manager - Anti-Hate Crimes Grant**

The Latino Community Fund (LCF Georgia) a 501(c)3 nonprofit supporting Latino-Led and Latino-serving organizations and leaders with advocacy, technical assistance, program development and direct investments.

**Position:** Project Manager - Anti-Hate Crimes Grant

**Reports To:** Director of Community Impact & Wellbeing

### **Description of the Opportunity:**

Latino Community Fund Georgia is seeking a highly motivated and skilled professional with experience in organizing, community education and outreach and partnership development to lead a multi-year project working closely with the Community Advisory Board, LCF Georgia Health & Wellbeing team, and the Lucky Shoals Community Association team to meet the following goals, outcomes, and deliverables:

- Curriculum development & community engagement
  - Co-develop with stakeholders and team members a relevant and actionable curriculum on how to recognize what a hate crime is and:
    - Establish confidential contact mechanism(s) to report the crime
    - Establish intake mechanism for victim support, inc. distinguishing between hate crime and non-hate crime (inc. other immigration issues, etc.)
    - Establish procedure for
      - Law enforcement
      - K-12
      - Higher Education
      - Legal assistance
      - other victim assistance, inc.
        - vouchers for hotels
        - other wraparound services
    - Create referral mechanism for non-hate crimes recognizing nuances of immigrant and refugee communities
- Training for law enforcement, school staff, and other stakeholders
  - Develop and disseminate materials for how to:
    - Recognize hate crimes in:
      - Latino/immigrant context
      - national origin (also, citizenship status)
      - language
      - other forms of related protected classes (LGTBQ, etc.)
    - Assist possible victims of hate crimes in the above contexts
    - Deal appropriately even if there is no technical hate crime
    - Foster anti-hate in private disputes/disputes where police do not (and/or cannot) get involved
    - Foster anti-hate environment
    - Develop accountability / oversight to avoid retaliation for reporting in different contexts and sectors

- Develop and train on conflict resolution mechanisms for neighborhoods
  - Develop materials for adults to:
    - Preventing conflict through culturally and linguistically awareness, etc
    - Identifying – and dealing with - low-level or low-lying racial resentment outside of specific incidents in your neighborhood (e.g., microaggressions, or perceived behaviors like disagreement with music or perception of crime/gangs, etc.)
    - Dealing with specific conflict incidents potentially driven by racial issues against Latinos (and immigrants generally) through de-escalation and next steps to prevent, report, and address
    - Implementing conflict resolution mechanisms and processes relevant to immigrant communities
  
- Adapting restorative justice curriculum in K-12 schools
  - Develop age-appropriate, K-12 materials for:
    - promoting anti-hate restorative justice in the moment of conflict
      - acknowledging/apologizing for harmful incidents driven by racial bias (same as above)
      - dealing with racial injury
    - promoting anti-hate restorative justice overtime/repeated interactions
    - anti-violence

The contractor will work closely with the ED, and Community Impact Director in this project and will represent LCF Georgia with core partner organizations and stakeholders in the development of plans, and implementation of the grant, will do outreach to community members, local government, law enforcement and K-12 in coordination with Lucky Shoals Community Association for consistent and accurate reporting and deliverables.

This is a 2 year engagement. A contract will be issued on an annual basis and renewal will be done based on KPI's and deliverables met.

### **Required Skills & Qualifications**

- Two years of community organizing, education, and partnership development in the social justice space
- Established relationships and trust in the community
- Committed to LCF Georgia's mission, social justice and immigrant communities
- Ability to work with limited supervision / self-starter
- Access to a dependable vehicle and drivers' license
- Flexible to work during evenings, weekends and drive around Dekalb and Gwinnett Counties
- Ability to work in a fast paced environment
- Excellent written and interpersonal communication
- Positive attitude
- Fully bilingual (Spanish and English)

### **Preferred Skills & Experience**

- Experience with the Latino and immigrant community in the southeast of the US

### **Location, Duration & Compensation**

As a contractor, this role does not require working from a particular location, however, it is expected that in-person meetings are frequent and consistent with core partners and key stakeholders.

Compensation depends on experience and established presence in the space and ranges between \$20K - \$30K per year. It is estimated that this role requires 10 hours per week or less and has seasonality to the engagement. Payment will be processed on a monthly basis as a retainer.

**To apply**, send your resume to [pedro@lcfgeorgia.org](mailto:pedro@lcfgeorgia.org) with the Subject: **Project Manager - Anti-Hate Crimes Grant**