

## METRO INDUSTRIAL AREAS FOUNDATION BILINGUAL ORGANIZER JOB OPENINGS IN WASHINGTON, DC, MARYLAND, AND VIRGINIA

The leaders and organizers of the [Metro Industrial Areas Foundation](#) (Metro IAF) create local, independent citizen-run organizations whose primary purpose is building power that lasts. Our organizations organize people across race, class and neighborhood and are made up of congregations, schools, community organizations, and unions. We organize poor, working and middle class families on issues like affordable housing, jobs/unemployment, community safety, youth investment, and immigrant rights. [Metro IAF](#) has five affiliates in the Metro Washington/Baltimore area: [Washington Interfaith Network](#), [Virginians Organized for Interfaith Community Engagement](#), [Action in Montgomery](#), [Baltimoreans United in Leadership Development](#), and [People Acting Together in Howard](#).

**Our Organizing in Immigrant Communities:** Metro IAF organizations seek to hire 3-4 bilingual organizers in the DC, MD, VA area to expand the power of its immigrant members, their institutions and allies to fight back against current local, regional, and national threats to immigrant families and communities. Metro IAF has more than 177 congregations, synagogues, mosques, schools, and other civic institutions, representing more than 300,000 people in the Metro DC/MD/VA region. These institutions have a substantial number of Latino, African, and Muslim immigrant members with whom we have organized for the last 15 years. Some of our accomplishments are:

- In Maryland our leaders helped pass the Dream Act, a bill granting immigrant students in-state tuition, and defeat a repeal attempt; forced a slumlord to clean up mold and other problems that were affecting thousands of immigrant tenants; and organized a 1,000-person action with African Immigrants that 3 Maryland Gubernatorial candidates attended.
- In Virginia, we pushed the Dept. of Homeland Security to stop delays and backlogs of 200 immigration applications from Muslims, got the Virginia DMV to fairly process immigrant Driver's license applications, won \$225,000 in bus service improvements for immigrant communities in Arlington County, and \$9 million preserved in the state budget for immigrant dental services, etc.
- In MD, DC & VA we've won over \$1.3 billion to build and preserve 4,500 units of affordable housing, which increasingly serves immigrant families.
- Metro IAF designed and implemented the nation's first living wage law in Baltimore in 1994. Today similar legislation exists in over 100 communities and we are successfully pressing for the hiring of returning citizens, and increased in wages and benefits for workers.

Metro IAF seeks to recruit, train, and develop the next generation of grassroots organizers. We are looking for people from community organizations, colleges, graduate programs, seminaries, business and law schools, political campaigns, and other professions who are interested in exploring careers in organizing. See [Metro IAF Qualities of A Successful Organizer](#) or below.

**Compensation & Supervision:** Under the supervision of the senior organizer, identify, recruit, and train volunteer leaders using the IAF's proven person-to-person organizing method and guide and support them in organizing to effect change on specific issues that impact them and their communities. We offer a paid, 90-day try-out. IAF believes organizing should be a vocation, not a job. Organizers salaries include health/dental care, pension, and paid vacation. \$48,000-\$65,000

**Qualifications & How to Apply:** We're looking for people who want their work to have meaning, can channel their anger and passion into action, and have the drive, stamina, and imagination to figure out how to accomplish a goal. Spanish fluency is required for

some positions. In your cover letter, please share a story where you were the principal player in making change, include what motivated you to act, one key lesson you learned from the experience, and if/how the qualities listed below assisted you in making change. Car and valid driver's license is required for the position. **Send cover letter, resume to [metroiaf@gmail.com](mailto:metroiaf@gmail.com).** To learn more about Metro IAF's organizing culture, discipline, and production: read [Going Public](#) by Michael Gecan.

**Visit our websites to find out more about each of the affiliates:** [Washington Interfaith Network](#), [Virginians Organized for Interfaith Community Engagement](#), [Action in Montgomery](#), [Baltimoreans United in Leadership Development](#), and [People Acting Together in Howard](#).

#### **Qualities of a Successful Organizer:**

1. **NATIVE INTELLIGENCE** – not necessarily degrees, but the ability to think, reflect, communicate, challenge the conventional wisdom, make judgments in complicated situations, and show flexibility.
2. **ANGER AND EDGE** – not temper, not ideological fervor, not an abstract commitment to “the people,” but a clear sense of what’s wrong, impatience in the face of that wrong, and a drive to address it.
3. **RELATIONALITY, ESPECIALLY ACROSS RACE AND CULTURE** – ability to build deep trust with people, especially people unlike oneself, people of other races, classes, orientations, faiths, etc..
4. **A TRACK RECORD** – some evidence, in high school, college, the local community, the workplace of attempting to relate to people and to respond to situations that seemed to demand responses; and some success in whatever field or career or endeavor has occupied the individual’s time.
5. **HUSTLE**