

Position Title: California Abolition/Anti-Carceral Organizer
Position Type: Independent Contractor, no benefits provided
Organization: The Debt Collective
Start Date: Immediately
Duration: ~1 year, possibly renewable
Location: Remote, but CA-based.
Hours: Full-time, flexible working hours
Salary Range: \$75,000-\$80,000

Organizational Summary: [The Debt Collective](#) is a membership-based union for debtors. We use our collective power to fight for better conditions in our financial lives and a more equitable society: the cancellation and renegotiation of debts, access to publicly-funded goods (education, healthcare, housing, etc), anti-racist economic policies, and much more. Our current campaigns include the national fight for full student debt cancellation and publicly-funded tuition-free higher education, and two California-focused efforts around eliminating cash bail and housing justice.

Bail Debt Abolition: Bail debt extracts resources from poor, disproportionately Black and brown communities. Now is the time to organize massive bail debt abolition at scale, and draw attention to the extractive practices of bail debts and the Prison Industrial Complex (PIC) more broadly. To help in this effort, the Debt Collective is collaborating on an online bail debt dispute tool to support mass mobilization to fight bail debt in California (and eventually, nation-wide). Combined with on the ground organizing, this tool has the capacity to legally discharge upwards of \$500 million in bail debt across the state of California, and generate widespread media and political attention. We aim to take a defunding step toward the abolition of the PIC while also putting money back in the pockets of poor people.

Housing Justice: Evictions related to the Covid-19 pandemic have threatened to kick millions of tenants out of their homes across the country. The Debt Collective has been working to build a suite of online legal mutual aid tools that will allow tenants to fight their evictions while connecting with local tenant organizing. The current suite of California-based tools allows tenants to file Answers to Unlawful Detainer online in Spanish and English, and participate in debt-focused campaigns that aim to wield collective tenant power over landlords. In line with a vision of abolition that understands it as a world not only without police and prisons, but also *with* housing, healthcare, and education, we understand housing justice work as abolition work.

Position Summary

The California Abolition Organizer will be the member-facing lead organizer *primarily* for the Bail Debt Abolition campaign, and secondarily for the Housing Justice campaign, while coordinating these endeavors to strengthen and advance the Debt Collective's overarching mission and strategy. This means working with coalition partner organizations, their membership bases, and Debt Collective members to strategize around these campaigns, build power through member outreach and mobilization, conventional and social media, and creative direct action. We are seeking an experienced organizer who is committed to abolition and has deep connections and

previous work in system-impacted communities. This organizer should have a passion for movement building, experimentation and boldness.

Key Areas of Responsibility

(1) Develop & Execute Campaign Strategy

- Lead the process of developing an overarching strategy and organizational structure in Bail Debt Abolition Campaign; link and contribute to Housing Justice campaign.
- Develop coherent pathways from online dispute tool use to engagement/action and distributed organizing models
- Develop strategy for mass training and mass action around bail debt and housing campaigns
- Effectively communicate strategy and structure to potential and current members

(2) Member Engagement & Empowerment

- Develop materials, processes and spaces to engage and empower membership to become active agents of change in abolition and housing

(3) Training & Leadership Development

- Develop regular and varied trainings to build leadership among members
- Execute mass training program, “train the trainers” and coaching model to support distributed organizing
- Identify potential leaders among membership and develop pathways to leadership

(4) Campaign Development

- Work with members, member data and local chapters to develop national, regional and/or targeted campaigns around PIC debt

Skills & Qualifications

- A passion for abolition, with deep connections and previous work in system-impacted communities
- A passion for economic justice, an interest in the way capitalism works and a commitment to devising and advancing innovative ways to transform our financial system
- A movement builder with extensive ties to communities of color, motivated to build power in historically marginalized communities
- 2-3 years organizing experience
- 1-2 years experience doing base-building and leadership development work
- An innovative, flexible and creative thinker, particularly when it comes to organizational strategy and building mass movements
- Experience with training and political education models and best practices

- Strong interpersonal skills: focused on building trust and knowing that everything starts with good relationships
- Self-starter, someone who has ideas and is ready to implement them
- Sees failure as an opportunity to learn and retool the approach, and is committed to ongoing learning in the field
- Has effective personal systems for project management - able to move multiple projects forward and hold relationships
- Maintains personal boundaries and engages with professionalism even when under pressure

Expectations

The California Abolition Organizer will be expected to model the following traits:

- Foster and maintain open communication and collaboration and actively engage in the exchange of ideas and maintaining constructive relationships
- Initiative and creativity in all aspects of the position
- Lead by example by maintaining a high standard of professional ethics and conduct at all times
- Treat everyone with dignity and respect at all times

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required.

Application

Debt disproportionately affects the most marginalized people in society — including Black and brown communities, system-impacted families, people from working class backgrounds, women and LGBTQ+ people. These communities are centered in the Debt Collective's work. People with these identities or who are members of other marginalized communities are strongly encouraged to apply for this position.

To apply, please send a resume along with a cover letter describing your interest in the position.