Othering & Belonging Institute, UC Berkeley

Position Title: Belonging Coordinator (7398U), Othering & Belonging Institute #13111

Location: Main Campus – Berkeley (remote until campus reopens)

How to Apply: Go to https://jobs.berkeley.edu/job-listings and search for job #13111 to apply.

A tailored cover letter and resume are required. Please submit your cover letter and resume as a single attachment when applying.

Application Review Date: For full consideration, please submit your application by the First Review Date of December 7, 2020. This job will remain posted until filled.

Departmental Overview

The Othering & Belonging Institute (the “Institute”) at UC Berkeley brings together diverse stakeholders to identify and challenge the barriers to an inclusive, just, and sustainable society in order to create transformative change. The Institute is a vibrant hub of researchers, community leaders, policymakers, artists, and communicators that advances research, policy, and work related to marginalized communities. We engage in innovative narrative, communications, and cultural strategies that attempt to re-frame the public discourse around marginality and inclusion and respond to issues that require immediate and long-term action. Our work is informed by understanding how structures and systems work to create or exacerbate othering and exclusion.

The Institute advances research and policy related to marginalized groups and social cleavages including disability, LGBTQ citizenship, race, religion, economics, public health, education, democracy and the new emerging research on global north/global south relations. The Institute represents a tremendous opportunity to bring leading researchers and substantial resources across disciplines to bear on society’s pressing and pivotal issues.

Position Description

This is a newly created position tasked with building out real-world applications related to the “othering and belonging” conceptual frame developed by the Othering and Belonging Institute. The Institute developed "othering and belonging" as a clarifying, conceptual framework that addresses the many expressions of prejudice against groups, what elements are made salient and manipulated relative to context and place, and which helps illuminate a set of common narratives, policies, and strategies that remediate inequality and marginality. Not merely analytic, Othering and Belonging is designed to be operationalized and applied as a framework
that can inform policy, shift discourse, strengthen movements, influence pedagogy, and deliver a set of best practices and values for expanding our circle of concern for all people and our living planet. While using rigorous scholarship that exposes and deters “othering,” the framework of Othering & Belonging is also used simultaneously to expand structural and systemic inclusion—or belonging—as a core value and lens.

A key responsibility of this position is conceptualizing the scope and contours of potential new work and cultivating opportunities, such as strategic partnerships and public influence, to position the Institute for greater impact. This position will work with Director john a. powell and Institute senior staff, faculty and researchers to identify partnerships and respond to opportunities to apply the Belonging frame across multiple sectors of society, evaluating success, and developing a larger set of programming.

Responsibilities

• Work with the Director and other Institute staff on conceptualizing, developing and implementing Institute-led and research informed activities based on the Belonging conceptual frame. Research, identify and document a variety of existing Belonging opportunities, interventions and activities that could serve as models and inspiration for others. Work with Institute staff on research questions and stay abreast of the emergent, nascent literature on belonging. Coordinate closely with the Institute’s Research Director and other senior research staff in identifying research needs and potential collaborations with UCB faculty and others.

• Work across Institute programs to facilitate input and collaboration by various Institute staff including through leading a cross-departmental Belonging Working Committee. Participate as a key contributor to the Othering & Belonging public engagement platform, including its conference and organize and participate in convenings, workshops and presentations with other researchers and scholars, advocates, and public officials and represent the Institute in other capacities.

• Identify, develop and sustain partnerships with civic, community, and research organizations, as well as government and business entities, and the arts and cultural sphere, to support the application of the Belonging frame in their organizational contexts. Assess and respond to requests for the O&B Institute to advise and/or partner on new Belonging interventions and activities such as developing or commissioning curriculum and providing training.

• Evaluate the success of interventions and based on this evaluation, develop a larger set of programming. Work closely with the Communications team to publicize and disseminate successful Belonging work.

• Direct and manage projects related to this position, including supervising staff, students, and contractors engaged in this work and budget management. Pursue and secure project funding, including through grant writing.
**Required Qualifications**

- Knowledge of or the ability to quickly develop an understanding of the Institute’s mission, vision, core areas of research and its othering and belonging framework.
- Strong communication skills including active listening and critical thinking.
- Highly developed political acumen skills and social perceptiveness. Skilled at communicating to persuade and influence.
- Excellent writing skills, with demonstrated experience communicating in written form to multiple audiences.
- Demonstrated experience developing new partnerships and cultivating and maintaining effective relationships with all levels of collaborators.
- Demonstrated project management skills, including skills to plan, organize and implement successful training, events, or activities of varying size.
- Demonstrated ability to multi-task with demanding timeframes and to respond appropriately to rapidly changing deadlines.
- Ability to engage with and interpret available research and identify research questions.
- Ability to use discretion and maintain all confidentiality.
- Ability to travel domestically or internationally, as well as participate in events outside normal working hours.
- Ability to work with a diverse group at all levels of the organization including faculty, staff, students and partners. Strong sense of ethical conduct that will inspire confidence and motivation.
- Training design and delivery and/or facilitation experience.
- Bachelor’s degree in related area and / or equivalent experience / training.

**Salary & Benefits**

This is an exempt, monthly paid position. The annual salary range of the position is $72,000 - $88,500, commensurate with experience.

For information on the comprehensive benefits package offered by the University visit: [https://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html](https://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html)

**Other Information**

This is a three-year contract position with the possibility of renewal.

**Equal Employment Opportunity**
The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected veteran status. For more information about your rights as an applicant see: https://www.eeoc.gov/sites/default/files/migrated_files/employers/poster_screen_reader_optimized.pdf

For the complete University of California nondiscrimination and affirmative action policy see: http://policy.ucop.edu/doc/4000376/NondiscrimAffirmAct