



**RIGHT TO  
DEMOCRACY**

## Virgin Islands Community Director

**Job title:** Virgin Islands Community Director  
**Location:** U.S. Virgin Islands (some remote work permitted)  
**Terms:** Part-time contract position, start date Summer 2023

**About us:** Right to Democracy is building a movement to confront and dismantle the undemocratic colonial framework that impacts 3.6 million people in U.S. territories - 98% of whom are people of color. We believe that people in U.S. territories should have power and agency over the decisions that impact their lives - there should be no colonies in the United States. We do not play politics, and we do not take a position on political status, other than to reject the present colonial relationship.

We focus on three key strategies for confronting and dismantling the undemocratic colonial framework in U.S. territories: Advocacy, Narrative Change, and Ecosystem Building.

- **Participatory Advocacy:** The colonial framework governing U.S. territories was created by all three branches of the federal government, and it will take engagement by all three branches to dismantle it. That is why our advocacy focuses on driving change and accountability not just through the courts, but also through participatory advocacy in Congress and the Executive Branch. We also work to bring together leaders in U.S. territories and throughout the United States to press the federal government to finally address the colonial problem it created.
- **Narrative Change:** Central to solving the colonial problem in the United States is getting the United States to recognize there is a colonial problem to begin with. We leverage our advocacy to work with journalists, educators, artists, and others to engage people in the

United States and each of the territories to shift the status quo narrative and normalization of the undemocratic colonial framework governing U.S. territories.

- **Ecosystem Building:** The last 125 years have demonstrated that the undemocratic colonial framework governing U.S. territories will not be dismantled in the absence of any real people's movement to do so. We work to facilitate and support a multisectoral network of leaders - including civil society, community-based organizations, national civil rights groups, academia, philanthropy, and government - to co-create and build this movement. With a real ecosystem and movement behind it, the systemic change that has long been elusive can become a reality.

**About the role:** The Community Director in Virgin Islands will work closely with RtD's Co-Directors and others on our team to plan and implement a community engagement strategy for the Virgin Islands and its diaspora communities throughout the United States. This includes implementing strategies to advance RtD's work in the Virgin Islands and support the specific characteristics and needs of this community. The ideal candidate has community outreach experience in the Virgin Islands, a range of experience that includes coordinating participatory activities, building relationships with community leaders, fostering dialogue, collaborating with stakeholders, staying updated with local issues, plus the sensitivity, creativity and knowledge necessary to manage complicated themes and interactions.

- Responsibilities:**
- **Community Outreach Strategy:** Support RtD Co-Directors in developing a community engagement strategy that is integrated into RtD's participatory advocacy, narrative change, and ecosystem building activities. Collaborate with RtD's communications team to develop and implement communication tactics needed to support the engagement objectives in the Virgin Islands and advance RtD's mission and objectives.
  - **Coordinating and Supporting Participatory Activities:** Plan and coordinate community interviews, forums, workshops, and events aimed at fostering dialogue and transparency, gathering input, and

building meaning on key issues of the colonial framework that have been affecting the community. This includes logistical planning, outreach, agenda development, gathering materials needed, and facilitation tailored to the Virgin Islands. Support community-led advocacy efforts by providing resources, information, and guidance. Help community leaders develop effective strategies and initiatives to address local challenges and advance their priorities.

- **Collaborate with Internal and External Stakeholders:** Collaborate to identify community priorities, concerns, and areas for intervention. Utilize the findings to inform program development and advocacy efforts. Work closely with the internal team and external collaborators to ensure coordination and alignment of efforts. Establish and maintain strong relationships with community leaders, organizations, and grassroots networks within the Virgin Islands. Represent RtD within stakeholder interactions, fostering collaboration while amplifying community voices and respecting our organizational values.
- **Stay Updated with Local Issues:** Stay informed about local political, social, and economic developments that impact the communities and colonial framework in the Virgin Islands. Maintain knowledge of relevant policies, legislation, and initiatives to inform community engagement strategies within a participatory advocacy approach.

**Candidate Preferences:**

In seeking to find the best candidate, RtD encourages applicants for this position that are sensitive and knowledgeable to the Virgin Island's history and how its people have been impacted by the undemocratic colonial framework governing U.S. territories. We especially encourage people with a creative, collaborative and problem/solving approach to apply. Other traits include:

- Alignment to RtD's mission, vision, and values
- Currently lives in the U.S. Virgin Islands
- At least three years of Virgin Island's community engagement experience, more preferred
- Demonstrated commitment and experience working in diverse, multi-racial communities

- Experience with community-based participatory advocacy is a plus
- Experience with communications work, fundraising, and/or federal engagement is a plus
- Brings creativity and energy to challenges
- Works well as part of a team
- Ability to work independently

**Contact us to apply**

To apply, please send a cover letter and resume to [careers@righttodemocracy.us](mailto:careers@righttodemocracy.us).

RtD is an equal opportunity employer and is committed to a diverse, accessible workplace. People of color, people with disabilities, women, and LGBTQ+ candidates are strongly encouraged to apply.