Yale University President’s Public Service Fellowship
Applicant: CT State Conference of NAACP Branches
Address: 230 Ashmun Street, Rm 206, New Haven CT 06511
Contact: President Scot X. Esdaile (email: scotxe@gmail.com phone: (203)668-4562
Alternate Contact: Jalon White; Office Assistant (email: whitejalonnaacp@gmail.com)

• Organization Description (mission statement, population served):
The mission of the National Association for the Advancement of Colored People (NAACP) is to secure the political, educational, social, and economic equality of rights in order to eliminate race-based discrimination and ensure the health and well-being of all persons. The vision of the National Association for the Advancement of Colored People is to ensure a society in which all individuals have equal rights without discrimination based on race. The population served by the NAACP, and in particular, the CT NAACP is all State of Connecticut residents. The NAACP works to serve and benefit ALL people through the pursuit of equality and justice.

• Write a 1-2 sentence summary of the work that the Fellow would be conducting. This will be used as the Organization’s project description summary on the PPSF website:
The Fellow will support the National Criminal Justice pilot of the Million Jobs Campaign providing support through community outreach within New Haven and provision of administrative assistance relative to the work being done in New Haven. New Haven is one of the five core cities in the statewide initiative with a goal to solidify 10,000 jobs within multiple industries to create equal opportunity to citizens with a barrier to employment due to a criminal background.

• Write a more complete description of the specific project you propose and list the duties/outcomes expected of the Fellow:
The National Office of the NAACP through its Criminal Justice Committee has launched our Million Jobs Campaign for the formerly incarcerated through a pilot program within the State of Connecticut. We intend to identify and secure one million jobs throughout the United States. Under the leadership of President Scot X. Esdaile and the Connecticut State Conference of NAACP Branches we are beginning this pilot with a goal of 10,000 jobs within the State of Connecticut. This is a national pilot program creating employment opportunities for people with criminal records. The Criminal Justice system has a massive reach with significant racial disparities. By implementing “Fair Chance Hiring,” we plan to foster employment opportunities for those with criminal records, essentially transforming our communities. Thus far we have received significant support through State Agency Leadership starting with the Governor who has endorsed this pilot. We have hosted several meetings with large crowds (including employers) interested in supporting this movement. In fact, The Community Foundation for
Greater New Haven and the CT NAACP will host a meeting on January 29, 2020 convening the foundations throughout the State to discuss this landmark initiative. The Yale PPSF Fellow will function as a campaign outreach worker in New Haven. The outreach worker is a critical role within this project. This individual will support the pilot program through the CT State Conference and Greater New Haven NAACP branch working alongside President Esdaile building relationships with employers, stakeholders and community partners as well as those impacted with this barrier to employment. The Pilot has identified the following industries and service areas with opportunity for employment: Advanced Manufacturing, Transportation, Retail, Agriculture, Education, Healthcare, Insurance, Media and Communications. The Connecticut State College and University System under the leadership of President Mark Ojakian has partnered with the CT NAACP on this initiative and will work together to document the work plan and implementation, outcomes and to archive the process. This fellow will work with this team on documentation specific to New Haven. This project will include developing and expanding key relationships through all sixteen CT NAACP branches throughout the state, and provide opportunity to work directly with each President and Executive committee as we come together to produce 10,000 jobs. Events (workshops, Information sessions, and network activities will be planned throughout the state in order to build awareness, recruit employers and those in need of employment. This outreach worker’s role will focus on project coordination, overseeing the event planning, communications, volunteer recruitment and other activities specific to New Haven while documenting the process and outcomes. This position serves as a liaison between CT NAACP, all New Haven based organizations and the community.”

- **List specific skills/experience required for this project:**
The outreach worker is a personable, organized and resourceful individual with work and/or volunteer experience that has demonstrated a very strong skillset in networking and relationship building within a fast paced and multi focused organization. Primarily, this position will include strong project coordination functions; therefore the candidate should be able to document project coordination experience (work or volunteer related with goal attainment). The prime candidate will have balanced skillsets through academic and life experience that include extensive community involvement. This candidate will demonstrate professionalism, maintain a positive and respectful attitude and a desire to provide quality customer service. Timeliness is very important, ability to meet deadlines, report to work on time, prepared to perform the duties of the position. To perform the job successfully, an individual should demonstrate the following competencies and skill sets: Leadership; Organization; Initiative; Communication (Oral and written) with attention to detail; Preventing and Solving Problems (analytical thinking); Technical expertise (Social Media and Microsoft office); Goal setting and Results oriented; self-management; and personal credibility.

**Qualifications**

**Education:** Currently studying political science, public administration, communications, business, criminal justice or a related field preferred

**Experience:** 1 year of Relative experience is required with a strong focus on project coordination utilizing leadership, community outreach and engagement.

**Abilities:** Ability to utilize Microsoft office suite technology to support administrative functions, ensure accuracy and efficiency of time; Ability to speak publicly with confidence; ability to work with all ages, faith and sexual orientation. Requires ability to demonstrate flexibility with scheduling and work in a team setting. Positive attitude, exceptional organizational and communication skills in a detailed-oriented, multi-task, fast paced multi-focused organization. Evenings and weekends required.

**Physical Demands/Working Conditions:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the Fellow is responsible for bending, lifting, walking, carrying or pulling objects. The Fellow may occasionally lift and/or move up to 25 pounds.

- **Additional Requirements:**
  Due to the nature of community outreach projects, this position will require evening and weekend meetings and activities as needed. The Fellow is expected to provide his/her own transportation for local (Greater New Haven) activities. A car is not required.
While the CT NAACP does not have experience with the Yale PPSF Fellows, we have had significant experience in several initiatives over the years. First, Yale University is home to the YNAACP, the Yale University NAACP College Chapter and under the leadership of the Greater New Haven Branch we have supported student campus activities and students have supported both adult and youth committee activities throughout the state.

As evidenced below, a few examples of our partnership. The Yale Debate team was the pioneer Debate Team ten years ago when CT NAACP launched the Great Debate at Woolsey Hall in March of 2009, an event styled after the 2007 Movie “The Great Debaters” A troupe of debaters from a historically black college came north to take on a national debate giant. The Yale Debate Team has participated on many occasions over the past 10 years serving community and school aged children through the exhibition... It has produced 27 Debate teams/clubs in middle and high schools since its inception. Those attending report that they realized an understanding of the powers of persuasion and skill required to sway opinions from the courtroom to the boardroom.

The NAACP has also partnered with Yale University in the fight against discrimination and racist policies that are embedded in our Constitution. The Yale Law School Rule of Law Clinic has recently represented the National Association for the Advancement of Colored People (NAACP), the NAACP Connecticut State Conference and individual NAACP members in a case that won on key ruling on February 19, 2019 that allows a federal lawsuit challenging the State of Connecticut’s discriminatory practice known as “prison gerrymandering” to proceed. The lawsuit is the first in the nation to take on a statewide practice of counting incarcerated people as residents of the legislative districts where they are held, rather than in their home districts.