



## **Farmer Justice Fellow (Berkeley or Sacramento, California)**

### **About PAN**

Pesticide Action Network (PAN) North America seeks two farmer justice fellows – one based in Berkeley and one based in Sacramento – to advance the power of farmers of color in California policy spaces and reclaim the future of food and farming. In particular, we seek strategic and collaborative fellows grounded in farming communities to document farmer stories, support policy trainings and connect farmers of color with the California Farmer Justice Collaborative.

PAN fellowships are crucial to our goal of building a pipeline of leaders for our movement(s) that is rooted in communities of color and communities most affected by the injustices promulgated by the dominant model of industrial agriculture. We therefore support the program with substantial investment of time, energy and resources. We expect fellows to invest similarly: to commit to challenging themselves; to do their utmost to leverage this opportunity to develop their own leadership skills; and, most importantly, to bring all of themselves to the fellowship.

PAN was founded in 1982 as part of a global movement to advance a socially just and environmentally sound food and farming system. PAN is also a founding member of the California Farmer Justice Collaborative (CFJC) whose mission is to ensure that farmers of color are empowered to directly participate and effectively lead in building a fair food and farming system in California. We unite farmers, advocates, and other allies to challenge historic and ongoing racism and other forms of structural oppression, in order to create the comprehensive change needed to build such a system.

### **About the Fellowship (General Job Description)**

Our fellows are a crucial part of our team and our collaborative work. Duties include:

- Research to understand the dynamics of a problem and possible solutions
- Building community / institutional awareness and support (power-building)
- Garnering media coverage with strategic frames and key messages
- Getting the issue on the public agenda in a way that is viable for policy action
- Building policymaker support for ecologically sound and socially just solutions
- Sustaining a collaborative, accountable culture within a learning organization, that values the diverse skill sets that it takes to sustain our work

The fellowship program is a commitment of 140 hours per month (~ 35 hours per week), for a period of 6 months.

Fellows are provided with ample support from their supervisor and the coordinator of the Fellowship Program, but are expected to do most of their day-to-day work independently. We work to ensure that

each fellowship is crafted to meet the Fellow's, as well as PAN's, goals. To help with this, the Fellow is expected to think about their own goals for the fellowship and to include these in their cover letter.

### **Specific Responsibilities**

- Collect and document stories from farmers of color across the state for other farmers and for online and print audiences.
- Produce educational materials about California's Farmer Equity Act (AB 1348), and the implementation of the policy.
- Build relationships with and connect farmers to the California Farmer Justice Collaborative.
- Support policy trainings and events in the Bay Area, Sacramento Valley and San Joaquin Valley.

### **Qualifications**

Our fellowships are designed to fit a diverse spectrum of people representing different skill sets, ages, and academic or non-academic backgrounds.

PAN's fellowship program is designed for candidates from [frontline communities](#). PAN defines "frontline communities" as communities that are most affected by the harms of pesticides, including farmworkers and their families, family farmers, rural communities living near industrial agriculture, indigenous people and children. For these two positions in particular we are seeking individuals rooted in agricultural communities, preferably with some experience farming.

Fellows are expected to hold a commitment to cultural humility / competency and principles of racial / social equity and justice. People of color and working class people are especially encouraged to apply. A valid driver's license is also a prerequisite given the need to travel; owning a car is encouraged but not required.

### **Benefits**

- PAN fellows receive a regular monthly stipend of \$2,385, during their time at PAN.
- For fellows coming from outside the Bay Area or Sacramento, free or low-cost housing may be available with community hosts, or modest housing subsidies are available. Please let us know in your application if you'll need this.
- Fellows will also have professional development opportunities in the form of skills-building workshops and a political education curriculum, all facilitated by PAN staff within the office and during their fellowship hours.
- Fellows are also notified of (and, when appropriate, sponsored to attend) special events related to PAN's or CFJC's mission. They might also have the opportunity to represent PAN at these.
- At the conclusion of the fellowship, the supervisor and / or the coordinator of the Fellowship Program will provide the fellow with a letter of recommendation based on the quality of their work. They will also endorse the intern on LinkedIn and other professional networks as appropriate. If the fellow desires, they also have the option of setting up a half-hour professional consultation with a PAN staff member of their choice, who works in a field they wish to enter

### **Application instructions:**

Submit cover letter, resume and contact information for two references to [devika@panna.org](mailto:devika@panna.org). In your cover letter, please include your work availability (preferred days & times of the week) and specific goals for your fellowship.