



JOB ANNOUNCEMENT
RACIAL JUSTICE POLICY ANALYST

Providence, Rhode Island

The **Economic Progress Institute** (EPI) is seeking a **Racial Justice Policy Analyst** to engage in research, analysis, advocacy, coalition building, and working together with community members on issues pertaining to racial and economic justice.

OUR ORGANIZATION

EPI is a research and advocacy organization that works to improve economic security and opportunity for all Rhode Islanders. Our mission includes advocating for policy and budget decisions that are fair and generate adequate resources to best address the needs of Rhode Islanders with low and modest incomes.

Learn more about EPI's current [policy agenda](#), [the issues we work on](#), and [our impact](#).

THE IDEAL CANDIDATE

EPI seeks someone with a strong commitment to advancing equity-centered policy solutions informed by community members and partners.

They would be part of and/or have experience working with historically disadvantaged communities or have studied systemic inequities.

They would be equity-minded, passionate about building power together with communities, and supportive of transformative community-led policy initiatives.

KEY AREAS OF RESPONSIBILITIES

- As a member of the policy team focus on research, campaigns, and legislative and administrative advocacy.
- Engage with impacted community members and social justice grassroots organizations, to coordinate policy initiatives focused on increasing racial equity and closing the racial wealth gap.
- Coordinate research, advocacy, and engagement on equity-centered budget and policies, including developing tools like equity impact statements and scorecards, and providing consultations to policymakers.
- Organize the Equity Impact Campaign meetings and events, including Equity Impact and Lobby days at the RI Statehouse.
- Work with EPI staff and board to reinforce intentional power building with impacted and racialized communities, including the development of a community advisory board.
- Develop relationships with policymakers and legislators.
- Prepare and present testimony for legislative and administrative hearings.
- Prepare factsheets, talking points, and policy briefs for relevant issues and legislation.



- Assess EPI's publications to ensure they effectively employ an equity-centered and racial justice framework.
- Improve EPI's use of data disaggregated by race, ethnicity, age, gender, (dis)ability and other identities.
- Present policy and research information to a variety of audiences, including impacted communities, policymakers, lawmakers, philanthropists, academic thought partners, news media, and community partners.
- Work as a team player with the rest of the policy team to develop and implement goals for our work, support policy research and analysis to develop and advance advocacy priorities.
- Collaborate with national organizations to advance racial equity and social justice policy at both state and national levels.
- Respond to requests for information and technical assistance from policymakers, the media, and community partners.
- Attend conferences, events, and other meetings of interest to EPI.

RELEVANT SKILLS AND EXPERIENCE

- A strong commitment to racial, economic, social justice, and equitable opportunity for all Rhode Islanders in alignment with EPI's [mission, vision, and core values](#).
- The ability and desire to work with grassroots or community-based organizations in public policy advocacy and bringing community perspectives and voices into budget and policy analyses.
- Experience in policy analysis and familiarity with state and federal data sources, as well as with the state budget and legislative processes.
- Strong quantitative and analytical skills, and proficiency with standard office technology like MS Office Suite.
- Excellent written and oral communications skills, including the ability to communicate technical information clearly to a wide range of audiences and to work collegially to produce a range of written materials, such as reports, fact sheets, infographics, op-ed pieces, presentations, and other resources to inform and enhance public policy conversations.
- Excellent interpersonal, cultural competency, and community engagement skills and respectful interaction with diverse communities.
- Demonstrated capacity to maintain collaborative relationships with individuals and organizations interested in public support policy.
- Strong organizational and project management skills with the ability to think strategically, pay close attention to detail, and meet deadlines especially in a fast-paced legislative environment.
- Demonstrated ability to work both independently and as part of a team, to prioritize and manage multiple tasks, and to complete assigned projects under time constraints.
- Graduate or advanced degree in public policy, law, public health, social work, or related field **OR** undergraduate degree in these fields and relevant work experience.



COMPENSATION AND BENEFITS

This is a full-time, salaried position. Salary range is \$55,000-\$65,000 commensurate with qualifications and experience. EPI currently offers a generous benefit package including matching retirement contributions, PTO, health and dental insurance, and an ongoing hybrid office schedule.

TO APPLY

Please send an email with the subject line “Racial Justice Policy Analyst” to jobs@economicprogressri.org. Please attach your cover letter, resume or curriculum vitae, a writing sample, and 2 references (with contact information), **all provided in PDF format**. Writing samples should demonstrate experience with research and policy analysis and/or knowledge of topic areas associated with this position, as well as the ability to convey information in a clear and compelling manner. This position will remain open until filled.

EPI is an Equal Opportunity Employer and does not discriminate on the basis of race, sex, age, disability, sexual orientation, religion, national origin, or any other basis. We are committed to creating an inclusive, diverse, and open work environment where all staff are valued. We strongly encourage candidates with diverse backgrounds and experiences to apply.