



RECRUITMENT PACK

**YELC Environmental Justice
Social Lab Facilitator**

**THE
UBELE
INITIATIVE**





YELC Environmental Justice Social Lab Facilitator JOB DESCRIPTION

SUMMARY

Position Title: YELC Environmental Justice Social Lab Facilitator

Fees: £500 per Full Day

Location: Brixton, South London (and residential location is TBD)

Contract: Freelance

Start date: Onboarding date 04/10/2023. Delivery dates vary, see below.

ABOUT THE ROLE

We are looking for an experienced facilitator to help us deliver our YELC Environmental Justice Social Lab in 2023 and 2024 (dates below). We're seeking someone who has a deep understanding of Environmental Justice; with experience of facilitating transformational learning programmes and has experience of working with Black and Racialised young adults aged 18-30 with lived experience of injustice.

You will have a strong sense of justice, a proven commitment to community organising and building people's capacity to challenge the injustice around them, and in their own heads and hearts. You will thrive in a fast paced and emergent environment, with a strong sense of care, compassion and accountability.

ABOUT THE UBELE INITIATIVE

The Ubele Initiative was established in 2014 as an African Diaspora led intergenerational social enterprise. Our mission is helping to build more sustainable black and racially minoritized communities across the UK. Ubele is unique in that it was built from bottom-up and is intentionally an intergenerational organisation.

Over the past few years, we have designed and delivered a wide range of local, regional, national, and international initiatives which seek to create and build community wealth.

We support black and racially minoritized community led organisations and groups with their community assets (physical space, organisations, and people). We use social action, community enterprise development, participatory learning & skills development, and next generation leadership initiatives.



As a result of our appointment as the Black and racially minoritized community catalyst organisation for Greater London in February 2020 we now provide more strategic regional and national responses to help minimise the impact of the Covid-19 pandemic. We have gone through a period of rapid growth and change and as result our sphere of influence has also grown considerably.

This is a great time to be joining The Ubele Initiative as we implement our new 5-year strategy through our 4 strategic aims:

1. Strengthen communities through enterprise and asset development
2. Advocate for equity and justice in our communities
3. Strengthen our infrastructure and voice
4. Develop people, groups, and organisation

More information can be found on [our website](#).

ABOUT THE YOUNG EMERGING LEADERS' COLLECTIVE (YELC)

The Young Emerging Leaders Collective (YELC) is a growing community for young Black people, people of colour and racialised people, committed to racial and social justice. The collective is a space to exchange ideas, support and care; learn and build capacity and resilience; and work together in anti-racist and anti-oppressive action.

A listening process was undertaken between July – October 2022 with current YELC members and other youth leaders under the age of 30 who work for or are involved in national Youth led initiatives. This enabled us to explore and gather best practice around how to effectively support and nurture youth leadership in Black and Racialised communities.

The outcome of the listening process is the development of an annual social justice leadership programme which will last 9 months. Each cohort will choose three issues/campaigns/themes under the banner of social justice that they would like to explore, these issues/campaigns will be interrogated via the [social lab enquiry methodology](#). Thus, there will be three enquiry teams, one for each of the chosen issues/campaigns/theme. Each YELC member will choose which enquiry team they would like to join, depending on their issue of interest.

Each enquiry team will meet formally (YELC members may need to meet with one and other outside of these sessions to discuss their prototype projects) meet 9 times



throughout the 9 months for a blend of; Social lab sessions, learning journeys, Sharing and learning session to disseminate learning and Community Organising training sessions.

ABOUT THE YELC ENVIRONMENTAL JUSTICE SOCIAL LAB

As a part of our relaunch, we are piloting the new YELC programme with the first social lab exploring the following theme '[Moving from Climate Justice to Environmental Justice](#)'. This social lab will comprise of 10 new YELC members (Black or Racialised Environmental Justice activists aged 18-30 based in and around London). Through this exploration we hope for YELC members to be a part of creating more inclusive Environmental Justice spaces which ensure that the voices of communities most effected by injustices are amplified and that the work within this movement supports and serves these people.

YELC members will work collaboratively to interrogate and decolonise current practices in the Climate Justice movement and will look at how they can be a part of creating inclusive Environmental Justice spaces where Black and Racialised people feel safe, valued and feel able to challenge the current narratives around climate justice through their lived experiences and realities. As a part of this programme YELC members will co-design prototype project/projects that aim to empower Black and Racialised young people to create, navigate and occupy space in the field of Environmental justice with confidence and self-esteem.

MAIN DUTIES & RESPONSIBILITIES

1. You will guide the YELC members through the social lab process on a transformational journey and hold space for them as they learn and unlearn.
2. You will design and deliver interactive social lab sessions on 'the move from Climate Justice to Environmental Justice' by exploring topics such as identity & belonging, decolonisation, intersectionality and power and privilege. You will also design and deliver interactive sessions on Community Organising exploring topics such as Systems Mapping & Systems Change, Effective Campaigning and Managing difficult conversations & conflict.
3. You will educate, inspire, challenge and support our YELC Members, ensuring their growth and safety throughout the programme.
4. You will help build the relational culture of YELC - one based as much around radical love as radical justice - to ensure we have a brilliant atmosphere for learning, care and accountability. You will also provide pastoral support to YELC members and help to facilitate transformative conversations to manage intra-group dynamics, boundary setting, challenges and accountability processes.



5. You will support with the logistics of the sessions, such as setting up rooms, organising resources, leading content delivery.

PERSON SPECIFICATION

- You are passionate about, and committed to, creating a more just and equal world.
- You believe in the potential of young adults to challenge the status quo and are dedicated to helping them become more powerful citizens.
- You're established in the world of anti-oppression facilitation, or political education.
- You've got a deep understanding of, and a personal relationship with, issues of Environmental Justice. From racism and lack of inclusivity in climate justice spaces to the impact of climate change on indigenous communities, you will be aware of how systemic injustice operates in our society and well-read on the big issues of our time and committed to changing them.
- You're comfortable with tension and managing difficult conversations.
- You are reflexive in your approach to learning, you value feedback, and being outside your comfort zone and are always willing to reflect, learn, grow and stretch yourself.

IDEAL EXPERIENCE

- Experience of creatively facilitating brave learning spaces for Black and Radicalised young Adults aged 18-30. (Essential)
- Experience of delivering Social Labs (Essential)
- Strong communication skills (Essential)
- An in depth understanding of social justice and in particular Environmental justice issues and history (Essential)
- Experience organising for social change (Essential)
- Ability to develop young leaders through training (Essential)
- Experience of working respectfully in marginalised communities. Our programmes prioritise those directly impacted by injustice and people from marginalised communities. You should be someone who understands how to work respectfully with and for people most impacted by systemic injustice in society (Essential)
- Experience of leading pastoral care support for young adults aged 18 - 30 (Essential)
- Experience in politics, campaigning, community work or grassroots organising (Essential)

BENEFITS

- Warm, welcoming, and inclusive workplace environment
- Intergenerational and creative team
- Ubele away days, annual retreat, local and international courses, learning sessions and social events.



HOW TO APPLY

Interested in applying for this role? Here are the next steps!

1. Send us your CV and a one-page Cover Letter outlining how you meet the requirements set above. Please send to aisha.khan@ubele.org
2. Please confirm your availability for all the below dates for a potential interview, training and our delivery.

You may also attach any other content that would be relevant for us to have in order to showcase interest and experience.

DATES

See below for interview and onboarding date for successful candidates. We would ideally like to keep to this timeline, but are happy to discuss alternative dates if necessary.

Deadline for applications: 25/09/2023

Interview Date: 27/09/2023 and 28/09/23

Onboarding Date: 04/10/2023

See dates below for delivery of the YELC Environmental Justice Social Lab. Please note, dates may be subject to change. Please note that the time commitment is subject to change.

- Saturday 14th October 2023: 10 am – 4 pm, 3Space, International House, Canterbury Crescent, London, SW9 7QE
- Sunday 15th October 2023: 10 am – 4 pm, 3Space, International House, Canterbury Crescent, London, SW9 7QE
- Saturday 11th November 2023: 10 am – 4 pm, 3Space, International House, Canterbury Crescent, London, SW9 7QE
- Sunday 12th November 2023: 10 am – 4 pm, 3Space, International House, Canterbury Crescent, London, SW9 7QE
- Week commencing 13th Nov 2023: 3 hours (Time/Date/Location TBC)
- Friday 19th January 2023: 6:00 pm Arrival for Overnight Residential (Location TBC)
- Saturday 20th January 2024: Full day Overnight Residential (Location TBC)
- Sunday 21st January 2024: 3pm Departure (Location TBC)
- Week commencing 18th March 2024: 3 hours (Time/Date/Location TBC)



DIVERSITY MONITORING

The Ubele Initiative are committed to eliminating discrimination encouraging diversity amongst our workforce. We will not discriminate with reference to age, gender, sexual orientation, race, colour, religion, marital status, and disability.

To ensure our recruitment process is fair and equitable, we collect diversity data from applicants to our roles.

Please complete the diversity monitoring form [via this link](#)

DATA PROTECTION NOTE

Any personal data you provide (e.g. address, telephone number, employment history) will be used for recruitment purposes only, and only shared with individuals involved in the recruitment process.

THE UBELE INITiATIVE



@ubeleinitiative

ubele.org

