



Senior Researcher (Equity) Job Description

Title: Senior Researcher
Status: Permanent, full-time exempt
Reports to: Research Director
Program: Research Justice Institute

Research and Data Equity and Justice

The Coalition of Communities of Color's Research Justice Institute (RJI) contributes to the organization's mission by conducting research and data equity and justice efforts across the region and advocating for the need for more reliable, holistic, actionable, and community-centered data. We do this by distinguishing between work that advances equity and promotes justice. Our equity work is primarily with dominant institutions and their community-based partners. It includes training, consultation, community engagement, survey modernization, and data analysis to help dominant institutions understand how their data, metrics, and benchmarks are insufficient for explaining racism and addressing racial inequities. These efforts often lead to innovative research and data practices and commitments that guide dominant institutions toward fairer and more equitable systems.

Our justice work is primarily done with community leaders and organizations that develop their research and data approaches to understand and center their communities' expert knowledge and lived experiences to co-construct solutions for justice. These efforts are led by and centered on the desires, vision, timeframes, and strengths of communities most impacted by systemic inequities toward transforming systems by removing oppressive barriers and building new systems that work for all. Justice efforts focus on sustainable community-led movements, organizations, and systems; they support the self-determination of communities to create the conditions for safety, wellness, and prosperity.

Position Overview

The equity-focused Senior Researcher position will support the RJI's program strategies that align with research and data equity efforts within dominant institutions. At the RJI, we define research and data equity as creating fairness in access to opportunities and resources based on differential intersectional needs in response to inequality in our current systems. By dominant institutions or organizations, we mean those who maintain, support, or aim to reproduce dominant political, social, cultural, and economic realities (e.g., government, universities, for-profit businesses, and some non-profit organizations). The Senior Researcher will work on various research and data equity efforts to better understand, engage, and center communities of color in our region. Some examples of this work include data disaggregation strategies (e.g., REaL-D & SOGI), action-centered data collection approaches (e.g., better survey questions/methods), organizational data equity evaluations, meaningful community engagement processes, frameworks for using quantitative and qualitative data for decision making, and data

aggregation that support policy change in various areas like housing, education, economic justice, and health.

While this position is primarily focused on research and data equity contracts with dominant institutions, this Senior Researcher will also collaborate with an RJI Senior Researcher focused on justice. The justice-oriented Senior Researcher works primarily with communities of color and organizations that support them. In order to support this collaboration, the Senior Researcher in equity will be expected to be familiar with and participate in ongoing professional development around research and data justice, which centers on community-led and -driven research and data practices. In addition, this role will support the Research Director with near- and long-term strategic objectives, collaborate with existing partners and build new relationships, present locally and nationally on RJI's work, create and deliver trainings to partners and institutions, engage in research and data consultations with dominant partners, and participate in advisory boards/steering committees.

Description of Duties

Research and Data Equity Consulting (60%)

- Leads collaborations and partnerships with dominant institutions and community partners on research and data equity projects that include methodological innovations regarding research and data practices (e.g., question development and data collection, analysis, and reporting)
- Consults with and advises dominant institution stakeholders on research and data equity practices, approaches, frameworks, and methodologies
- Prepares, creates, and delivers presentations and trainings on research and data equity/justice for both dominant institutions and community-based organizations
- Collaborates with dominant institutions and their community partners to develop and implement community engagement efforts
- Provides fee-for-service technical assistance to dominant institutions and organizations on regional research, data, and diversity, equity, and inclusion
- Represents CCC/RJI on dominant research and data advisory boards and committees

Research and Data Justice Projects (15%)

This position provides support to projects led by their fellow Senior Researcher focused on research and justice. Support work includes:

- Recruiting and convening community partners for research participation (e.g., steering committees, research respondents, research and data-vetting participants)
- Co-constructing data collection instruments with relevant stakeholders and colleagues and data analysis
- Development and delivery of research and data justice trainings and workshops for CCC members and other community partners
- Provision of technical assistance and capacity building to support CCC members organizations and other non-profit organizations/coalitions around research and data justice
- Contributing to literature reviews, original research reports, and presenting of findings

RJI Program Support (15%)

- Supports the Research Director in the recruitment and supervision of contract researchers
- Builds and strengthens effective partnerships with an array of entities, including CCC members, community-based organizations, universities and colleges, public sector institutions, and foundations
- Understands the landscape and stays current on research and equity practices and publications, critical quantitative studies, and other relevant developments in the field
- Identifies research that can strengthen advocacy and other organizational practices
- Collaborates with the Data Manager to keep up-to-date records of dominant data on communities of color in our region and nation
- Develops strong relationships with research and data actors in dominant institutions across the region and nation
- Assists in the creation of website content for the Research Justice Institute and any related needs that help communicate and advance CCC's research agenda
- Supports and collaborates with other CCC departments (advocacy, environmental justice, leadership development, and administration) as needed
- Supports any RJI's student intern program needs

Grants, Contract, and Payments Management (7%)

- Leads and co-constructs with the Research Director the writing, management, and submission of new grants and fee for service proposals
- Supports oversight of contract development (e.g., scope of work), execution, compliance, budget, payments, and documentation (e.g., invoicing and tracking in CRM and project management systems)
- Coordinates/supports invoicing and payments and reimbursements to community research participants, interns, and other collaborators

Other Duties and Responsibilities (3%)

- Assists in creation of CCC research-related communications content related to research activities
- Attends and prepare materials for staff meetings, board meetings, and other CCC-related meetings
- Represents CCC in additional coalition and partner spaces
- General administrative tasks and requirements for CCC staff and other duties as assigned

Qualifications

Required qualifications

- PhD in social sciences, humanities, or other research-related fields
- Minimum three to five years experience in designing and leading applied research projects
- Experience in both quantitative and qualitative research with an equity focus
- Successful grant writing experience
- Experience working with communities of color and community-based organizations
- Commitment to racial justice
- Ability to develop diverse partnerships and respond to multiple stakeholders

- Outstanding written and oral communications skills
- Highly self-directed, with ability to manage multiple projects simultaneously

Preferred Qualifications

- Experience working on research and data equity approaches with and within dominant institutions
- Experience working on cross-cultural racial justice efforts and coalition building
- Strong policy analysis and ability to write research findings with an advocacy voice
- Experience working with intersectional approaches including gender, sexuality, ability, language, etc.

Position Details

Hours: Approximately 40 hours per week, with working hours occurring Monday to Friday 9:00 AM–5:00 PM. Occasional evening and weekend work hours are required.

Location: Hybrid work schedule

Travel: Some local and state travel; occasional national travel

Salary Range: \$75,000 - \$80,000