



Go South Summer Fellowship: Development & Organizing Fellow

About Our Organization

Fairness West Virginia (Fairness) is the statewide civil rights advocacy organization dedicated to fair treatment and civil rights for lesbian, gay, bisexual and transgender West Virginians. Our mission is to ensure LGBT people can be open, honest and safe at home, at work, and in the community. We are open to everyone who believes in fundamental fairness. We have a small but dedicated staff comprised of an executive director, communications manager, transgender visibility organizer and administrative assistant.

How We're Advancing Equity in Appalachia

Our organization has been working to advance civil rights for LGBTQ people in West Virginia for 10 years. In that time, we have helped 12 communities across the state adopt LGBTQ-inclusive nondiscrimination ordinances which now provide more than 200,000 people in our state with protection from discrimination in employment, housing, and public spaces.

In 2017, we successfully represented a lesbian couple who sought to receive a marriage license but was denied by the Gilmer County Clerk. We provide training to help workplaces, schools, and medical providers to be more inclusive to LGBTQ people. We are currently compiling a statewide medical guide for transgender-inclusive care. We are also working to make sure that the state's rape crisis centers more inclusive to all.

A large focus of our organization's work is legislative advocacy. We are currently leading a campaign to pass a statewide law banning LGBTQ discrimination, which would make West Virginia the 21st state to adopt comprehensive protections. We have also defeated every anti-gay bill that was proposed in the state Legislature in the past five years, and we successfully helped the Legislature to adopt a new law to allow transgender people to change their gender markers on their driver's licenses.

About The Role

Fairness West Virginia is seeking a *Development & Organizing Fellow*. The fellow will be charged with two projects to complete over the course of the fellowship: increasing the number of monthly donors to the organization and planning a fundraiser event.

The first project will specifically tie into the organization's outreach efforts during June's pride month celebrations across the state. The fellow will leverage the organization's existing organizing efforts to turn passive supporters into active financial supporters. As a part of this

work, the fellow will travel with Fairness West Virginia staff to multiple pride events across the state to conduct outreach and seek new donors. The Fellow will conduct donor research to identify potential donors for the organization and to identify potential businesses who are interested in sponsoring the organization's annual gala. The gala is the single largest fundraiser for the organization, and generally constitutes about 20 percent of the organization's budget. It provides crucial funds needed to continue the legislative advocacy work.

The second project will allow the fellow significant flexibility. We would like the fellow to work with staff and plan a fundraising event. This could be, but not limited to, a private party at one of our donors' homes. The fellow is encouraged to find creative ways to enhance our fundraising efforts.

This fellow will be incredibly important to the organization's mission. As we try to expand our legislative initiatives, we are seeking to grow our organization's staff. The fellowship will also provide invaluable experience about development and organizing work in the world of nonprofits.

Responsibilities

- Conducting donor research to determine potential new donors
- Working directly with the executive director on fundraising efforts
- Coordinating messaging to donors with communications manager
- Light office work and administrative duties, including answering phones

Key Skills & Qualifications

- Fairness West Virginia is an Equal Opportunity/Affirmative Action employer and encourages women, people of color, people with disabilities and LGBTQ people to apply. We value a diverse workforce and an inclusive culture. Fairness West Virginia strongly encourages applications from all qualified individuals without regard to race, color, religion, gender, gender identity or expression, sexual orientation, age, national origin, marital status, citizenship, disability, criminal history, and veteran status.
- The fellow must believe in and be committed to the organization's mission.
- The fellow will need to have reliable transportation. Parking is available near the organization's office, but it will be up to the fellow to make those arrangements.
- The fellow should have some experience with fundraising and event planning. Limited experience is okay, as long as the fellow has a strong interest in growing in this area.
- A desire to make West Virginia a better place for LGBTQ people to live, work and raise a family.

Contact Information

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