



Why the **Tea** in our name? To remind us to move easy, steep and sip all things in life, fully and mindfully. To be soothed through all the ups and downs life brings us, and remember above all that we are not alone, deeply connected and rooted with one another....

**Mission ~ Reclaiming the village through cultural liberation by holding spaces for internal transformation, healing arts & birthing justice.**

- **Reclaiming-** birthright, humanity
- **Village-** earth stewardship, in relationship with nature, collectivism, global understanding, acceptance and compassion for the whole community
- **Holding Spaces-** classes, workshops, trainings, community gathering
- **Cultural liberation** - no matter where you came from or where you live, liberation is also your birthright. Happy in your skin, regal, and worthy. Love and appreciation for the gifts of your ancestry, understanding the blessings and the burdens.
- **Internal Transformation-** write, create, meditate, therapy of all kinds that create self reflection and self awareness
- **Healing Arts-** movement liberation, mobility, nervous system regulation/care/resetting, anatomy, nutrition, innate intuition, and power
- **Birthing Justice-** full spectrum birthkeepers, midwives, birth center(babywearing, breastfeeding, stress reduction, trauma healing(ancestral,chronic, acute and intergenerational)

As an organization, our goal is to draw awareness to the narratives held internally (within the body) and how this connects to the wellbeing culturally throughout the greater Kalamazoo community. We deliver our services through a decolonized, decentralized, trauma informed and indigenized lens that reflects the unique cultural heritage and experiences through a multicultural lens including , LGBTQIA+ and BIPOC living in the greater Kalamazoo community. In order to disrupt systems and structures of oppression the paradigm of surviving must shift to thriving. In order to reduce black/BIPOC oppression, we need spaces that reduce stress and invite healing.

Therefore we achieve our goal and mission through our Enrichment Center, which offers movement classes, workshops in cultural humility, yoga, meditation, doula/perinatal services, in addition to facilitating a youth dance and drum collective. As an organization we have offered culturally relevant dance, healing arts and somatic awareness to our community for over 6 years.

**Our Core Values:** collective community care, transformative justice, authenticity, integrity, trauma/healing informed

**Our Why:** oppression is created by colonization: none of us are free if we all aren't free; nothing for us without us

**Position Title:** Birth Justice Manager

**Location:** Kalamazoo, Michigan

**Reports To:** Birth Justice Director

**Compensation:** \$42,000 - \$50,000

**Position Type:** Full Time onsite 40 hours a week with some travel

**Position Purpose:** This role is instrumental in supporting our Red Birth Green doula programs and Baby Cafe. As the Birth Justice Manager, you will lead and coordinate initiatives to ensure equitable access to quality maternal healthcare services. Collaborating closely with the Birth Justice Director, this position requires a strong sense of community responsibility and the ability to engage with youth, pregnant individuals, and families in a friendly and professional manner. Attention to detail, excellent administration, and communication skills are crucial. A flexible schedule is essential, as many programs and services occur after school, some early evenings, and occasionally on weekends.

**Essential Functions:**

**1. Community Engagement:**

- Develop and maintain relationships with community organizations, healthcare providers, and key stakeholders to understand unique needs and challenges related to birth justice.
- Organize community forums, workshops, and events to raise awareness about birth justice issues and gather input from affected communities.
- Support logistics and coordination of internal and external activities.

**2. Program Development:**

- Co-create, implement, collaborate, and manage birth justice programs and initiatives.
- Effectively provide ongoing programmatic support.
- Support day-to-day activities of birth justice programming.
- Stay informed about local, state, and federal policies impacting maternal health outcomes.

**3. Data Collection and Analysis:**

- Manage and enter data accurately and efficiently.
- Collect and analyze data related to maternal health outcomes, utilizing the information to inform program development and advocate for evidence-based interventions.
- Provide training and education on data-related matters.

**4. Collaboration and Networking:**

- Work collaboratively with other Managers, Directors, organizations, and agencies regionally and nationally to share best practices and coordinate efforts.
- Work closely with the staff, interns, and volunteers to achieve Rootead's mission and uplift Rootead's values.
- Attend conferences, workshops, and seminars to stay abreast of developments in the field of birth justice.
- Effectively manages multiple projects and deadlines with input from various team members.

**5. Leadership and Supervision:**

- Provide effective leadership and supervision to the team and doula responsible for birth justice initiatives, ensuring a positive working environment.
- Foster professional development among team and doula collective members, identifying training opportunities and supporting career growth.

#### **6. Communication and Documentation:**

- Demonstrate proficiency in Microsoft Suite and client management software (edoula.biz).
- Manage client data, contractor relationships, and program promotion activities.
- Ensure effective communication and documentation within the team and with external stakeholders.

#### **Education/Work Experience:**

- High school diploma or equivalent.
- 3-5 years experience in management.
- Managing many people of different levels of learning and experience.
- Experience in the coordination of people, paperwork, and timelines.
- Experience in community organizing, program development, or advocacy, with a focus on maternal healthcare.
- Highly effective communication and interpersonal skills.
- Proficient in task prioritization and effective time management.
- Ability to provide support tailored to the unique needs of diverse individuals.
- An abundant mindset and understanding of decolonization.
- Adaptable and open mind/heart.
- Anti-racist lens/training.

#### **Work Environment/Physical Requirements:**

Routine office environment; day-to-day work includes desk and personal computer work and interaction with and supporting staff. Must be able to lift 25 pounds. Must have reliable transportation, a valid driver's license, vehicle insurance that meets the state's requirements, and be able and willing to travel 20%-40% of the time as needed.

#### **Job Responsibilities:**

The above statements reflect the general duties, responsibilities, and competencies considered necessary to perform the essential duties and responsibilities of the job and should not be considered as a detailed description of all the work requirements of the position. Rooted may change the specific job duties with or without prior notice based on the needs of the organization. Some duties and responsibilities may arise as a result of adaptation for the community and our village.

This position offers a comprehensive benefits package, including coverage for dental, health, and vision care.

#### **Equal Employment Opportunities**

Rootead provides equal employment opportunities to all qualified individuals without regard to race, creed, color, religion, national origin, age, sex, marital status, sexual orientation, sexual identity, or non-disqualifying physical or mental conditions or disability.

### **American Disabilities Act**

Applicants as well as employees who are or become disabled must be able to perform the essential duties and responsibilities of the job either unaided or with reasonable accommodation. The organization shall determine reasonable accommodation on a case-by-case basis in accordance with applicable law.

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**HOW TO APPLY:** Send resume and cover letter to [employment@rootead.org](mailto:employment@rootead.org). Accepting applications until the position is filled.