



2024 ALL IN Community of Practice Fellowship

February - December 2024

Stipend: up to \$6000 (approx. \$555/ per month)

Background:

The [ALL IN Campus Democracy Challenge](#) (ALL IN) team aims to expand our nonpartisan voter engagement efforts across the country, specifically through further engaging historically underfunded and under-resourced campus types including community colleges and Minority Serving Institutions (MSIs) as well as by closing gaps in voting that persist based on age and race.

Our community of practice model (Lave & Wenger, 1991) gathers stakeholders from campuses in cohort`ts by state, athletic conference, or campus type (e.g., Historically Black Colleges and Universities (HBCUs)) to convene regularly to share ideas, resources, and best practices for advancing nonpartisan democratic engagement on their individual campuses and across their cohort of campuses. ALL IN staff provide additional coaching, convening, and resources to these cohorts above and beyond what is provided for all participating campuses.

Our approach with communities of practice is institutional in nature, goes beyond any one election cycle, and is resource-intensive. In 2024, the ALL IN team intends to continue our model to support more campuses by way of adding additional support for our communities of practice program, specifically with community colleges as well as to increase participation in our HBCU community of practice in hopes of increasing student voter registration and turnout rates.

To best support these efforts, the ALL IN team is seeking the support of three Communities of Practice Fellows to support our mission of engaging colleges and universities in developing and deepening cultures of nonpartisan democratic engagement (defined as civic learning + political engagement + voter participation). Specifically, each Communities of Practice Fellow is responsible for assisting with creating and building relationships with colleges and universities of a specific type (Hispanic Serving Institutions, Community Colleges, or Historically Black Colleges and Universities). The Communities of Practice Fellows recruit and support a cohort of institutions in developing tools and programmatic strategies to institutionalize nonpartisan democratic engagement efforts.

Responsibilities:

The ALL IN team is looking to hire two Fellows to support our engagement with Community Colleges, and Historically Black Colleges and Universities (each fellow will focus on one of the aforementioned types of campuses). **Each Community of Practice Fellow will:**

- Support ongoing engagement of a cohort of campuses that are participating in the ALL IN program (e.g., connecting with primary contacts, ongoing campus-specific communications, supporting overall engagement in the ALL IN program).
- Recruit a minimum of 15 new campuses to join the ALL IN program.
- Support campuses in completing and implementing nonpartisan democratic engagement action plans in 2024.



- Collaborate with ALL IN team members to develop resources and provide support to their community of practice, including leading monthly cohort meetings and supporting the development of conversation agendas, minutes, and action items.
- Actively participate in internal meetings and represent ALL IN with external partners as needed.

Interested persons should be a graduate student, higher education practitioner/staff, or faculty member with previous knowledge and/or experience with community colleges and/or HBCUs. Persons must be able to commit to a minimum of ten hours per month of attention to this role. The responsibilities of the Fellow opportunity could also be shared by a campus center or department; in turn we would contract directly with an institution rather than an individual.

To apply:

To be considered, email a statement of interest (maximum 1000 words) and a CV to allinchallenge@civcnation.org by **January 31, 2024**. Do share this opportunity with colleagues in your network who may be interested in this role.

About ALL IN Campus Democracy Challenge

Since 2016 the ALL In Campus Democracy Challenge, a program of Civic Nation, has been supporting and recognizing campuses committed to advancing nonpartisan democratic engagement by increasing opportunities for student civic learning, political engagement, and voter participation.

At Civic Nation, diversity, equity, and inclusion are directly aligned with the fundamental belief that people are inherently capable but often lack opportunity. We know that a diverse workforce allows us to see problems in more nuanced ways, creating the thought leadership needed to fulfill our mission and reach our goals. Civic Nation is an equal opportunity employer and welcomes people from all backgrounds, experiences, abilities, and perspectives to apply.