

CCWP IS HIRING A POLICY/CAMPAIGN ORGANIZER!

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SUBMIT RESUME AND COVER LETTER BY JAN. 16, 2026 TO:
ccwppolicyorganizer@gmail.com**

California Coalition for Women Prisoners (CCWP)

40 hr/week position with full benefits

The position will be based in Northern California in order to enable easy travel access to Sacramento, but a lot of the work will be done remotely.

CCWP is a grassroots abolitionist organization, with members inside and outside prison, that challenges the institutional violence imposed on women, transgender people, and communities of color by the prison industrial complex (PIC).

We are looking for a passionate, systems-impacted person to anchor CCWP's policy work, help set and advance policy priorities, and contribute to CCWP's key campaigns. The policy anchor will prioritize in-depth work on a couple of pieces of legislation and offer broad expertise on criminal legal policy and legislation in general. The position will work closely with CCWP's many partner organizations on the bills we prioritize as co-sponsors and in coalitional organizing spaces that are doing policy within a broader movement-building framework.

CCWP views policy development as part of coalition building and grassroots organizing and not solely focused on state legislation. Working in policy arenas like parole reform, resentencing, preventing sexual abuse, and prison closure involves participation in broad coalitions focused on developing public education as well legislation. For example, this past legislative session CCWP was a co-sponsor of AB 1071 (Kalra) to improve The Racial Justice Act, AB 464 (Aguiar-Curry) to protect survivors of prison staff sexual abuse from retaliation, SB 337 (Menjivar) to prevent sexual assault, and AB 1144 (Tina-McKinnor) to create guidelines for elder retirement behind bars.

The person in this position will track key bills and others that we support and oppose, prepare and submit organizational letters as needed, represent CCWP on co-sponsored bill teams, and monitor the implementation of certain legislation. Please note that many CCWP members are involved in our policy work and act as point people on various bills, so this candidate is not expected to take full responsibility for all of them.

This hire will also work with CCWP's other staff and volunteer members on one or two campaigns that are closely linked to our programmatic priorities. All of CCWP's work is

guided by people inside women's prisons, formerly incarcerated people and system impacted family members and communities, prioritizing the values of racial and gender justice. Our policy/campaign work needs to involve impacted people and communities to the greatest extent possible. **We see policy and campaign work as tools to advance our goals of decarceration, abolition, collective care and community reinvestment.**

Black, Latinx and other people of color who are formerly incarcerated or loved ones of incarcerated people are strongly encouraged to apply.

We are looking for someone who shares:

- Support for CCWP's [mission, goals and programs](#).
- Interest in developing progressive legislation that can make significant reforms in a variety of criminal legal areas including conditions of confinement, pre-trial detention, reducing extreme sentences, parole processes, and immigrant detention.
- Excitement about working on bold campaigns with a visionary perspective such as the Close CA Women's Prisons campaign.
- Commitment to working with a wide variety of people inside and outside of prison, prioritizing the communities most impacted and inclusive of all those who want to work in solidarity with impacted people and communities.
- Interest in working in a small, non-hierarchical organization with a small staff and extensive volunteer network.

Responsibilities

- Anchor CCWP's statewide policy work and help guide CCWP's decision-making about legislative priorities.
- Represent CCWP in statewide policy and advocacy coalitions on resentencing, clemency, and parole, among others. Work in partnership to further develop and strengthen these coalitions.
- Work closely with CCWP's partner organizations to decide upon legislative priorities for each session.
- Coordinate and support CCWP's participation on co-sponsor teams for key legislation.
- Monitor the implementation of key legislation that impacts incarcerated and formerly incarcerated people.
- Monitor prison and parole-related administrative regulations processes, and educate and advocate for change as needed.

- Represent CCWP in statewide policy and advocacy coalitions on resentencing, clemency, parole, abolishing ICE, closing prisons, etc. Work in partnership to further develop and strengthen these coalitions.
- Participate in CCWP's leadership body, and work closely with CCWP staff, members, interns and Advisory Board.

Qualifications

- Prior experience with policy development and legislative advocacy, campaign development and other forms of organizing to change the criminal legal system or closely related systems.
- Direct experience and understanding of the criminal legal system.
- Excitement about visionary, bold projects as well as commitment to progressive policy reform.
- Ability to work independently.
- Comfortable working flexible hours, travel, working via phone and computer, and keeping in consistent communication with colleagues in other parts of the state.
- Commitment to the development of leadership skills in oneself and in others.
- Strong writing and other communication skills.
- Solid computer skills.
- Comfortable with a collective, non-hierarchical organizational structure.
- Commitment to mutual accountability, teamwork and collectivity.

Annual salary: \$80,000 with possible increase after three-month successful orientation period. Full benefits package includes health care benefits, paid vacation and sick leave.

TO APPLY, SEND RESUME AND COVER LETTER DESCRIBING YOUR RELEVANT EXPERIENCE AND WHAT INTERESTS YOU ABOUT THE POSITION BY JANUARY 15, 2026 TO: ccwppolicyorganizer@gmail.com