

USDN 2021 Equity Diversity Inclusion (EDI) Fellowship Program

Overview

The Urban Sustainability Directors Network (USDN) is pleased to offer summer 2021 fellowship opportunities with local governments. Fellows will receive a valuable learning experience while helping local governments advance sustainability and inclusion goals.

2021 fellowships are available with the City of Lancaster (PA), Miami-Dade County (FL), the City of Minneapolis (MN), the City of Newark (NJ), and the City of Richmond (VA). We are accepting applications on a rolling basis, with priority given to applications received by April 11.

Fellowships will be fulltime for 12 weeks, beginning in May or June and concluding in August or September. USDN and host sites will work with selected candidates to finalize start and end dates. While all fellows will begin working remotely, some may transition to in person work as safety permits.



2019 USDN EDI Fellows presenting their work at the USDN Annual Meeting

All fellowship positions include:

- A living wage or higher for the fellowship location
- Full-time employment for 12 weeks
- The experience of working in a local government sustainability program on a well-defined project that advances a community's sustainability and equity goals

- A project that is inclusive of underserved and under-represented communities and responsive to their needs and priorities
- Mentorship from Desiree Williams-Rajee and participation in a national learning cohort of USDN EDI fellows
- Access to all USDN member discussions and products
- Membership in an informal network of past and current EDI fellows

Requirements

Broad requirements for all fellowship projects are listed below. Each local government project also has specific requirements.

- Be passionate about sustainability and/or the environment
- Be new to the sustainability field of work or interested in exploring a career in sustainability
- Have the skills required to match the needs of the projects for which you apply
- Have excellent written and verbal communication skills, including the ability to relate to, communicate with, and learn from racially, ethnically, and socioeconomically diverse communities
- Have experience working with multiple communities, including communities of color
- Have experience considering the impacts of projects on multiple communities, including communities of color
- Commit to working for the entire duration of the fellowship
- Commit to participating actively in the cohort learning and mentoring programs
- Commit to maintaining the privacy of cohort and USDN discussions
- Complete a one-page summary blog post and program evaluation form at the conclusion of the fellowship to reflect on your experience
- Make a presentation on your work to USDN members

To Apply

Applications should be sent to the Urban Sustainability Directors Network at <fellowship@usdn.org>. Please include the name of the community or communities with which you are seeking a fellowship in the email subject line. People of color are encouraged to apply.

Applications should include:

- Completed and signed application form available for download [here](#)
- Current resume

Application review will occur on a rolling basis, with priority given to applications received by April 11. All applicants will be notified of selection decisions.

Thank you for your interest!

USDN Fellowship with the City of Newark NJ Climate Justice Fellowship, Office of Sustainability

Fellowship Title

Youth Climate Justice Fellow

Fellowship Summary

In partnership with the Urban Sustainability Directors Network, the City of Newark is recruiting a Youth Climate Justice Fellow to support the Office of Sustainability (OoS) with the launch of a Climate Justice Youth Ambassadors (CJYA)¹ Program in partnership with the Environmental Studies Academy (ESA) at Central High School and the Newark Green Team (NGT). The CJYA Program will center the voices of Newark youth in a broader, citywide conversation about ensuring a just transition through Newark sustainability and climate commitments and programs.

Project Background/Context

The City of Newark is in the process of updating its Sustainability Action Plan and Master Plan. However, instead of launching a “traditional” community outreach and stakeholder engagement process, the Office of Sustainability (OoS) will bring together the expertise and insights of local environmental champions (the Newark Green Team) with our future leaders (Newark high school students). As a minority-majority city with a large population of youth who are especially concentrated in some of our highest needs neighborhoods, this project seeks to establish a new norm for City-led environmental planning initiatives. The CJYA Program seeks to directly confront an all-too-common systemic inequity in government planning efforts: a lack of inclusion of Black and Brown youth.

The Youth Climate Justice Fellow will support two interrelated components of the CJYA program:

- supporting program design and curriculum development, and providing on-site assistance (including both virtual and in-person components) to the instructors of a six-week summer training and youth leadership program (July 5 – August 13); and
- developing guidance for a youth-centered community outreach and engagement program in which trained youth ambassadors will advise City-led planning activities including, but not limited to updates to Newark’s Sustainability Action Plan and Master Plan.

Team Description

The fellow will be based within the Public Works’ Transportation Planning and Programming (TPP) division. TPP is responsible for the transportation planning portion of the City’s Capital Improvement Program (CIP), developing and leading implementation of the City’s 10-year Transportation Action Plan, and leading community engagement during the development of

¹ To be renamed by youth participants

conceptual designs for transportation projects. In addition to working with colleagues from TPP, the fellow will also have opportunities to work with staff from other Public Works divisions and will work closely with staff from the Health Department, Office of Sustainability, Neighborhood and Community Relationships, and others.

Fellowship Goals, Strategies & Outcomes

- Explore the impacts of climate change on Newark children and youth, with the aim of identifying challenges and opportunities that should be explored during the summer training program, and incorporated into communications & outreach materials for other audiences (June).
- Collaborate with OoS and NGT to incorporate stories of Newark youth in climate communications (July)
- Enhance existing relationships, and establish new relationships, between the OoS, NGT and community-based organizations dedicated to serving Newark children and youth (mid-July – mid-August).
- Design programmatic framework for year-round youth-led climate justice ambassador program to extend the reach of the summer training and continue conversations with Newark neighborhood leaders and community organizations (August).

Roles & Responsibilities

During its inaugural year, the CJYA Program will be co-developed with students, teachers, and environmental leaders from March to June 2021. As such, the Youth Climate Justice Fellow will join an existing collaborative of partners working with ESA students to co-develop a program curriculum to build leadership, advocacy, and storytelling skills in the program participants. Upon completion of the six-week program, interested youth will graduate to serving as ambassadors, carrying forward their newly acquired skills to co-host, co-facilitate, and co-lead community conversations with neighborhood organizations and city leaders alongside NGT members. The training will lead the youth through a series of workshops to help them learn to bring their own voice, and unique perspectives to important conversations about Newark's green future.

Desired Skills & Competencies

Successful candidates will be able to demonstrate some combination of the following skills, experiences, and abilities:

- An understanding of the concepts of institutional and structural racism and bias and their impact on underserved and underrepresented communities. An interest in developing equitable policies to advance social justice and climate goals.
- Experience incorporating the perspectives of multiple communities, including communities of color, in the consideration of impacts and outcomes of a decision-making process.
- Demonstrated aptitude in youth development engagement and student advocacy training and youth leadership development.

- Excellent written and verbal communication skills, with the ability to flex communication styles to multiple cultural environments, and present to and engage with diverse audiences, specifically racially, ethnically, and socioeconomically diverse communities.
- Ability to find, compile, and summarize existing research and data.
- Proficiency with Microsoft Office programs and ability to create clear, concise, and high-quality documents, graphs, tables and presentations.
- Deep familiarity with Newark neighborhoods, legacy environmental justice issues, and sustainability commitments and priorities.

Benefits & Compensation

Candidates will be paid \$21.50 - \$25/per hour, depending on experience for a total compensation of \$10,000 to \$12,000 over the twelve-week fellowship term.

Newark residents are highly encouraged to apply. If selected, EDI Fellows must be willing to relocate to Newark for the duration of the Fellowship term.

About the Newark Office of Sustainability

The [Newark Office of Sustainability](#) works with city agencies, partner organizations and community members to make Newark cleaner, greener, healthier, and more prepared to confront the impacts of climate change, and better engaged with green economic opportunities.

About the Environmental Studies Academy at Central High School

The [Environmental Studies Academy](#) seeks to advance knowledge of the natural, social, and cultural dynamics of the environment. It does so through interdisciplinary studies focused on environmental policies, communication, and decision-making in the scientific community, government, businesses, non-governmental agencies, and citizens both locally and internationally.

About the Newark Green Team

The [Newark Green Team](#) is a multi-sector coalition of local stakeholders actively working to advance policies and programs related to urban sustainability, environmental health, community greening, quality of life and green economic opportunities for Newark residents.