



# GLOBAL PHILANTHROPY PARTNERSHIP

1916 N. Mohawk Street, #7 • Chicago, IL 60614



## **USDN Equity Diversity Inclusion (EDI) Fellowship Program**

The Global Philanthropy Partnership (GPP) and the Urban Sustainability Directors Network (USDN) are pleased to offer six summer 2018 fellowship opportunities with local governments. Fellows will receive a valuable learning experience while helping local governments to advance their sustainability and inclusion goals.

2018 fellowships will be offered with the City of Austin (TX), City of Baltimore (MD), City of Eugene (OR), City of Fayetteville (AR), City of Milwaukee (WI), and City of San Antonio (TX). See the links above and following section of this document for more information on the scope of each currently available fellowship.



*Maria Martelo, 2016 USDN Fellow and  
2018 Fellowship Committee Member*

Highlights of all six fellowships include:

- At least a living wage specific to the location
- Full-time employment over the summer (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 and participation in a national learning cohort of USDN EDI fellows, as well as access to all USDN member discussions and products
- Free attendance at the October 2018 USDN annual meeting (expenses paid)
- Membership in an informal network of past and current EDI fellows

More information on the Urban Sustainability Directors Network is available at [USDN.org](http://USDN.org).

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 bi-weekly on-line journal posts and a brief report and program evaluation form at the conclusion of the fellowship to reflect on their experience
- Make a presentation on their work at the USDN annual meeting in October 2018 (expenses paid to travel to the USDN annual meeting)

Applications should be sent to the Urban Sustainability Directors Network at <[fellowship@usdn.org](mailto: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 (see attached and at USDN.org)
- Current resume

Applications will be accepted on a rolling basis through early March 2018. All applicants will be notified of selection decisions. For additional information, please email Mia Arter, USDN Operations Director, at [miaarter@usdn.org](mailto:miaarter@usdn.org). Thank you for your interest!



*USDN Managing Director, Nils Moe, introducing a panel of fellows at the 2016 USDN Annual Meeting*

## **USDN Fellowship with the City of Austin (TX)** ***Resilience and Equity Fellow, Office of Sustainability***

### **Fellowship Summary**

Through targeted engagement with historically underrepresented communities in the City of Austin, the Resilience and Equity Fellow will test and refine a resilience planning process with the aim of connecting low-income minority communities with City resources and programs to increase their resilience to climate change impacts.

### **Project Background**

Austin is in the midst of profound change. With an estimated 100+ people moving to the city daily, Austin is experiencing intense growth pressures that are causing affordability, displacement, and transportation issues. Austin's history of racial and economic segregation is coming to light as communities of color are increasingly being pushed to the outskirts of the city due to growth pressures. Additionally, climate change is threatening to exacerbate existing socioeconomic stressors in low-income minority neighborhoods in Austin's Eastern Crescent region.

The Resilience and Equity Fellow will work with the Office of Sustainability to help move the needle towards equity in city government by supporting the development of a community resilience plan. Our organization will greatly benefit from hosting a fellow that can help lay the groundwork for future equity-driven work coming from the Office of Sustainability. In light of Hurricane Harvey's catastrophic impacts in the Texas Gulf Coast this summer, as well as recent record-breaking extreme weather events in Austin – including an intense drought (2010-2015), prolonged heat wave (2011), deadly wildfires (2011), and costly flooding (2013 and 2015) – a community-driven resilience planning process is both relevant and timely.

### **Team Description**

The Office of Sustainability was established in 2010 as part of the City Manager's Office. The Office of Sustainability engages city leadership and collaborates across city departments to coordinate and implement climate change mitigation and adaptation initiatives, food policy measures, and other sustainability projects. The Resilience and Equity Fellow will be part of the Office of Sustainability's Climate Program team and will report to Marc Coudert, who leads the Climate Program's resilience efforts. Because our office is collaborative and interdisciplinary, the fellow will have the opportunity to learn from other members of the Sustainability team and play a role in related projects.

Read more about the Austin Office of Sustainability:

- [Office of Sustainability Homepage](#)
- [Office's Climate Change Resilience and Adaptation Website](#)
- [Toward a Climate-Resilient Austin](#)
- [Austin Community Climate Plan](#)

## **Job Description**

*The team workplan will consist of the following major tasks:*

*Relationship-Building & Partnerships:* Meet with neighborhood leaders and community organizations to gain an initial understanding of climate stressors in low-income minority communities. Form partnerships with key stakeholders and convene City department contacts and community representatives in an initial community engagement brainstorming process. Facilitate meetings with City of Austin Office of Sustainability and Office of Equity staff to strengthen the relationship between departments and create a framework for resilience and equity work moving forward.

*Community Outreach & Engagement:* Attend neighborhood meetings and events, conduct informational outreach in neighborhoods vulnerable to climate change and extreme weather impacts, and begin an inclusive resilience engagement process with communities in Austin's Eastern Crescent. Start collecting data and community input to inform the planning process.

*Data Analysis, Documentation, & Reporting:* Work with the community to understand historic hazards and community assets through a community mapping process, and continue to provide updates to City department contacts and community representatives. Summarize process findings in a report and present findings to City department contacts and community representatives. Draft a document charting a potential path forward for the Office of Sustainability's equity projects, including next steps for community resilience.

The Resilience and Equity Fellow's responsibilities will consist of the following primary activities within the team:

- *Create presentations and draft materials for meetings*
- *Synthesize meeting discussions*
- *Draft reports and documents related to the project*
- *Present at community and internal meetings*
- *Assist with meeting facilitation*
- *Direct engagement with community members on the topic of resilience and equity*

## **Desired Skills**

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

- Experience working directly with or living among people from diverse racial, ethnic, and socioeconomic backgrounds
- Strong oral and written communication skills
- Ability to quickly learn organizational policies, procedures, and structures that influence the decision-making process
- Experience using Microsoft Office Suite to create clear and concise documents and presentations
- Familiarity with social inequities and how they relate to sustainability and climate change
- A demonstrated commitment to social justice, environmental justice, and community-driven work
- A deep interest in developing equitable policies and programs to advance social justice and sustainability goals in Austin
- Fluency in Spanish is beneficial, but not required

## **Professional Development and Support**

The City of Austin has an extensive list of training and professional development opportunities that will be made available to the fellow during their time with the office. The project team will provide the fellow with an orientation regarding learning, training, and professional development opportunities available in the Austin area and will help the fellow develop a set of professional development goals to work towards during their fellowship. The project team will also regularly meet with the fellow to discuss the fellow's personal fellowship goals, explore professional opportunities, and maintain an open channel of communication. The fellow will also be invited to participate in meetings, lectures, and conferences with the project team and will be encouraged to attend additional educational and training events that they may find interesting. The project team, along with the rest of the office, is committed to making sure the fellow feels supported both professionally and personally to succeed during their fellowship.

## **Pay Rate and Housing**

This fellow will receive a stipend of \$15.10 an hour. Guidance on housing opportunities can be provided for the fellow, if needed.