



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.

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>. 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. 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 Fayetteville (AR) *Equity Fellow, Sustainability Department*

Fellowship Summary:

The Fayetteville Equity Fellow will work closely with City staff and local organizations to collect voices, stories, and data to build a Community Equity Assessment, laying the groundwork for the City's long-term goal of institutionalizing equity across City operations.

Project Background:

The fellow will work within the City's Sustainability Department to expand local and regional understanding of the equity issues Fayetteville faces. True sustainability is not possible when only select community members have access to and benefit from healthy economic, social, and environmental systems.

Fayetteville citizens generally experience higher-than-average outcomes in key social indicators including educational attainment, public health outcomes, and perceived quality of life. While this creates a strong sense of civic pride, these generally positive outcomes can also mask many of the enduring challenges faced by members of the community. The City of Fayetteville currently has a lack of localized, organized, easily accessible information about how race, age, income, and other indicators drive life outcomes. The fellow will assist City staff in gathering community voices, stories, and data to illuminate some of these hidden disparities, but also the hidden assets, that exist across Fayetteville. This assessment and the information it contains will serve to build awareness and understanding of the drivers and consequences of inequity in the community.

The assessment will be built on proven models such as the [National Equity Atlas](#), [Inclusive Dubuque](#), and the [King County Equity and Social Justice Strategic Plan](#). This assessment will highlight the work of existing organizations and community members while identifying areas in need of further improvement. The stories and data that comprise this assessment will help form the basis of future equity projects and programs in the City.

Team description:

The City's Sustainability Department strives to make Fayetteville a resource efficient community of livable neighborhoods that meet present needs without compromising future generations' opportunities for health, well-being, and prosperity. The department delivers internal and community-wide programs and projects, focusing on supporting economic, environmental, and social initiatives across Fayetteville. The Sustainability team, led by Director Peter Nierengarten, reports directly to the Chief of Staff and Mayor's Office. The Sustainability team is small, only 4 members, but partners actively across all City departments and with many outside community groups to amplify efforts. The team works together in an open office setting and has a commitment to collaborative, creative

problem-solving in an information-rich setting. Working with the Sustainability Department is an opportunity to develop sustainable practices- personally, professionally, and across the Community.

Job Description:

The Equity Fellow will focus on collecting, analyzing, and reporting on quantitative and qualitative information related to equity gaps and barriers in Fayetteville. The scope of work includes gathering local demographic data, conducting focus groups, and completing personal interviews with community members. The fellow will work closely with the Sustainability Coordinator to complete the public input phase of the Equity Assessment. Daily work may include meeting with City staff from various departments, leading conversations, navigating national and local databases to collect information, data gathering through online research and in-person communication, quantitative data analysis, hosting public outreach events, conducting face-to-face interviews, writing reports, editing content, and presenting information to groups of stakeholders.

Desired Skills:

The ideal candidate for this position will have a unique combination of work and/or volunteer experience and acquired life skills. We also value personal qualities such as intellectual curiosity, empathy, flexibility, and a sense of humor. The ideal candidate would have the following experience and skills:

- Experience working directly with or living with people from diverse racial, ethnic, religious, and socioeconomic backgrounds
- Demonstrated history of community involvement through charitable organizations, volunteer groups, religious organizations, etc.
- Comfortability communicating about present and historic forms of bias, institutional and structural racism, and other equity considerations
- Experience developing communication materials for diverse audiences and presenting information to large and small groups
- Ability to connect sustainability considerations to the lived experiences of people of color, individuals with disabilities, non-native English speakers, and low-income populations.
- Ability to work closely with a diverse team from multiple different organizations
- Creative and clear communication skills – Spanish language speakers encouraged to apply
- Skills in qualitative and quantitative data collection and analysis
- Ability to conduct and drive conversations in individual interviews and focus groups
- Ability to write clearly and concisely
- Curiosity about systems, organizations, and structures
- An ability to independently research and proactively learn needed skills

Professional Development and Support:

The fellow will gain expertise in data gathering and analysis, survey methodology and analysis, and an in-depth understanding of the community engagement process. Additionally, the fellow will meet regularly with local community, business, and academic leaders, expanding their professional network. The fellowship will provide valuable skill development, networking opportunities, and community organizing experience. The Sustainability team is committed to providing professional development opportunities and career planning support for the fellow, as well as a highly supportive environment.

Pay Rate and Housing:

The fellowship supports one full-time, temporary (12 week) employee at the rate of \$13.58 an hour. Guidance on housing opportunities and assistance with moving can be provided for the fellow, if needed.