



# 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 Milwaukee (WI)** ***Eco-Neighborhoods Outreach Fellow***

### **Fellowship Summary:**

The Eco-Neighborhoods Outreach Fellow in City of Milwaukee's Environmental Collaboration Office (ECO) will further develop the Eco-Neighborhoods Initiative. The fellow will help increase the office's community connections while increasing residents' use of city resources, residential comfort, health, and eco-activity in the City of Milwaukee.

### **Project Background:**

ECO understands that community collaboration is key to achieving its sustainability goals. In the spring of 2017, ECO developed the [Eco-Neighborhoods Toolkit](#). This resource functions as a catalyst for community organizers to drive collective action in their communities. In the fall of 2017, it launched the [Eco-Neighborhoods Initiative](#), which is intended to concentrate enough eco-activities in a neighborhood to inspire neighbors to continuously practice ecologically friendly behaviors, while creating a lasting visible impact. These activities include installing various types of gardens and green infrastructure, hosting [Me<sup>2</sup> house parties](#), organizing Fix-It clinics, and hosting a series of eco-friendly behavior workshops. While this initiative focuses on environmental sustainability, it tackles environmentalism from an equity lens. This is achieved through targeted engagement with residents that aren't aware of city-funded resources or non-profit resources that are available for them. This initiative is in its early stages, so the fellow will assist in shaping its structure. By the end of the Fellowship, the team will have a career plan established with fellow, furthermore the experiences gained through this Fellowship include:

- Project management
- Asset Mapping/Power mapping
- Steps to Executive Functioning
- Project Evaluation
- Models of Equitable Community engagement

### **Team Description:**

The Environmental Collaboration Office, or ECO, strives to make Milwaukee a world-class eco-city. ECO develops practical solutions that improve people's lives and the economy while working to protect and restore the natural ecosystems that support our long-term prosperity. It collaborates with the community, develops global partnerships, offers award-winning programs, and implements the City's *Refresh Milwaukee* sustainability plan. With a relatively small staff, ECO has an outsized impact through effective collaborations with the community. ECO provides a fast-paced and collaborative work environment where each team member has a unique opportunity to blossom as community leader and visibly improve the City. ECO seeks to be inclusive of Milwaukee's

diverse community by working toward a common mission of neighborhood improvement. ECO is a division of the Department of Administration. This position will report directly to the Director of Environmental Sustainability, Erick Shambarger.

### **Job Description:**

The goal of the fellowship is to recruit and support the second cohort of community organizers and successfully launch the initiative in diverse neighborhoods where the city's sustainability resources would be most useful - based on need. Recruiting neighborhoods will require the fellow to conduct an assessment of Milwaukee neighborhood demographics and conditions and be able to adequately explain the initiative and give clarity to residents/organizers on toolkit resources. Supporting the second cohort entails facilitating events/meetings alongside organizers and providing ongoing support and gathering resources for events and strategic meetings. The fellow will also advise the Director of Environmental Sustainability on possible approaches for better connecting ECO programs with communities of color.

### **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
- Ability to present in front of racially and socioeconomically diverse groups.
- Effective written and verbal communication skills.
- Ability to connect sustainability, environmental issues, and/or climate change to the lived experiences of people of color, disabled, and low-income populations.
- Bilingual preferred
- Ability to analyze and recommend solutions to management and organizational problems.
- Ability to meet community groups or organizations outside of City Hall, possibly during evening hours
- Proficiency in Microsoft Office suite
- People of color are encouraged to apply

### **Professional Development and Support:**

Throughout this experience, the fellow will interact with the Environmental Collaboration Office's diverse sustainability network gaining access to future opportunities. Also this opportunity will give the Fellow the opportunity to work with an office that is dedicated to seeing them thrive on their personal and professional opportunities. Furthermore, the Director of Sustainability and Fellow will have weekly one-on-one meetings discussing progress, goals, and how to troubleshoot any issues. And the Eco-Neighborhood Outreach specialist will support the Fellow on a daily basis.

**Pay Rate and Housing:**

This fellow will receive a stipend of \$13.84 an hour. The University of Milwaukee Wisconsin offers Summer Interns affordable housing. Applications release every spring and the team is willing to assist in application process.