



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 San Antonio (TX)

Climate Equity Engagement Initiative Fellow

Fellowship Summary:

The Climate Equity Engagement Fellow will assist in engaging traditionally disenfranchised, non-engaged, and under-represented community members in the development of San Antonio's first Climate Action and Adaptation Plan (CAAP). The fellow will connect with target communities in a positive and impactful way to ensure that as the CAAP is developed and implemented, it incorporates meaningful engagement throughout an inclusive process.

Project Background:

San Antonio, the nation's seventh largest city, is a multicultural community with deep roots in Mexican and American History. It is also one of the fastest growing cities in the nation, with an expected growth in population of additional 1.1 million by 2040. In June 2017, the San Antonio City Council passed a resolution in support of the goals of the Paris Climate Accord and the City of San Antonio's Office of Sustainability is currently preparing to develop San Antonio's first Climate Action and Adaptation Plan (CAAP) in collaboration with the University of Texas in San Antonio (UTSA). Equity is key in the plan framework, as people of color and low-income populations are impacted most from climate change, and may have a reduced capacity to adapt both to climate hazards and the rising cost associated with climate mitigation. As a result, it is critical to have diverse and inclusive engagement in all aspects of climate planning. The Community Engagement Plan will set goals to reach a demographic representation of our community and use both quantitative and qualitative methods and the ability to track and analyze our engagement.

Read more:

- [SA Tomorrow Sustainability Plan and Studies](#)
- [Paris Climate Resolution Press Release](#)

Team Description:

The Office of Sustainability, established in 2008, focuses on innovative programs including climate action and adaptation, energy efficiency, air quality, community and corporate sustainability, and sustainable transportation. The Office of Sustainability is an established department that reports to the City Manager's Office and is a team of nine staff. The fellow will report directly to the Sustainability Planning Manager, under the Chief Sustainability Officer. The City of San Antonio has four Core Values that represent who they are as a City organization and as a team: Teamwork, Integrity, Innovation, and Professionalism.

Job Description:

What will be the position's primary responsibilities? Include detail on any specific expectations related to tasks, i.e. this position will entail facilitation, public speaking, and engaging with members of immigrant and refugee communities.

The Climate Equity Engagement fellow, under direct supervision, will assist the Office of Sustainability with targeted equity focused community engagement for the Climate Action and Adaptation Planning (CAAP) Initiative. The fellow will assist in identifying gaps in engagement; provide corrective recommendations for the process; conduct direct engagement to target communities and stakeholders on the CAAP goals and priorities developed to that point; and document findings related to specific project goals, priorities, and actions from these stakeholders for inclusion into the CAAP.

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 to diverse audiences
- Ability to connect sustainability, environmental issues, and/or climate change to the lived experiences of people of color, disabled, and low-income populations.
- Understanding of how people engage differently due to cultural and socioeconomic differences
- Knowledge Microsoft Office
- Good written and verbal communications skills
- Ability to communicate by phone, email, or in person in one-to-one or group setting
- Ability to analyze and recommend solutions to management and organizational problems
- People of color are encouraged to apply
- Bilingual Spanish preferred

Professional Development and Support:

The Office of Sustainability is a very supportive and welcoming environment. The fellow will have a primary mentor, Sustainability Planning Manager, who will provide general support and resources available to be successful. Fellow will be provided onboarding and orientation of the organization and City to help develop a network of people with City Departments and community partners. The fellow will also have additional mentoring and training opportunities through the partnership with the Office of Equity. The fellow will also have daily access and engage the Sustainability team and Chief Sustainability Officer in a supportive and connected work atmosphere. He or she will also have the opportunity to engage in discussions with numerous local equity groups as part of a local Equity and Resilience Group.

The Office of Sustainability anticipates the Fellowship will provide the fellow with many benefits including professional experience working in municipal government, building network of public and nonprofit community groups, and an expanded knowledge and experience from being directly involved in the development of a CAAP that has equity as a guiding framework.

Pay Rate and Housing:

This fellow will receive a stipend of \$14.87 an hour. Guidance on housing opportunities can be provided for the fellow, if needed.