



# GLOBAL PHILANTHROPY PARTNERSHIP

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

**USDN** | urban sustainability  
directors network

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

The Global Philanthropy Partnership (GPP) and the Urban Sustainability Directors Network (USDN) are pleased to offer seven summer 2019 fellowship opportunities with local governments. Fellows will receive a valuable learning experience while helping local governments to advance their sustainability and inclusion goals.

2019 fellowships will be offered with the [City of Baltimore \(MD\)](#), [City of Cleveland \(OH\)](#), [City of Dubuque \(IA\)](#), [City of Fort Collins \(CO\)](#), [Iowa City \(IA\)](#), [City of Philadelphia \(PA\)](#), and [City of Vancouver \(BC\)](#). See the links above and following section of this document for more information on the scope of each currently available fellowship.

Highlights of all eight fellowships include:

- A living wage or higher for the fellowship 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 under-served 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
- Free attendance at the October 2019 USDN annual meeting (lodging, flight, meals, and the opportunity to meet with more than 200 sustainability professionals from across North America - 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 a one-page summary blog post 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 2019 (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

The application period will now be open through late April 2019. However, review of applications will begin in late March and Host Cities may make hiring decisions. All applicants will be notified of selection decisions. For additional information, please email Sarah McKinstry-Wu, USDN Strategic Projects Manager, at sarahmckinstrywu@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 Baltimore (MD) Community Resilience Equity Fellow, Office of Sustainability**

### **Fellowship Summary**

The Community Resilience Equity Fellow will join a cross-sector team of sustainability and disaster preparedness professionals to help the Baltimore Office of Sustainability (BOS) advance its climate resilience, equity, and inclusion goals. The Fellow will assist the BOS in leading engagement efforts with historically underrepresented communities in the City and provide support to ensure equitable community resiliency planning efforts in the communities most vulnerable to climate change.

### **Project Background**

Historical policy and planning decisions left legacies of inequity and inequality in Baltimore City. Policies to deliberately segregate residents on a racial basis have directly contributed to many of the economic, social, and environmental challenges Baltimore faces today. Many of these chronic stressors have caused certain communities to become more vulnerable to the acute shocks of climate change such as flooding, coastal storms, extreme cold, extreme heat, and high winds.

The Baltimore Office of Sustainability has a desire to both comprehensively understand and vigorously work to dismantle and remedy legacies of inequality while combating climate change and other environmental challenges. The new 2019 Sustainability Plan, that was recently adopted by the City, incorporates an Equity Implementation Guide. The City's 2018 Disaster Preparedness and Planning Project (DP3) was recently updated using an equity lens. As part of this DP3 update, new (but broad) vulnerability assessments were conducted and hazard mitigation/climate adaptation strategies were redeveloped. At a high level, vulnerable communities and regions of the City were identified and initial community outreach took place. However, work needs to be done to gather more nuanced, neighborhood-level vulnerability data so that tailored resilience outreach, education, planning, and communication can be as effective as possible. In essence, we want to build a community resilience model that can be used in vulnerable neighborhoods throughout the city. The Fellow will help the City close a data gap in understanding the nuances of climate vulnerability so that community-based and community-led resilience plans can be developed.

The Fellow will assist the Climate and Resilience Planner to perform outreach in pre-identified 'focus' communities by being our eyes and ears on the ground and support residents in collecting valuable information on neighborhoods strengths and vulnerabilities, risk, resilience, and preparedness.

## Team Description

The 15-person Office of Sustainability team, which is one of five divisions in the Planning Department, works to implement the strategies and actions of the City's Sustainability Plan. General topics engaged include food policy, climate and resiliency, energy, greening, floodplain, critical area, forest conservation, green schools and brownfield revitalization. The Fellow will work with the larger Planning Department team while being embedded with the Office of Sustainability. The Fellow will report to Aubrey Germ, the City's Climate and Resilience Planner. Because the BOS 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. Equity is a core element of each project, policy, and plan on which the team embarks. The Planning Department is an outward facing agency with many partners and is well respected for its progressive and thoughtful work.

Read more about the Baltimore Office of Sustainability:

- [Office of Sustainability Homepage](#)
- [2019 Baltimore Sustainability Plan](#)
- [2018 Disaster Preparedness Plan](#)
- [Climate Action Plan](#)

## Job Description

The Community Resilience Equity Fellow will help the BOS take a deeper dive into dismantling systemic barriers to people of color by supporting our Community Resiliency Planning efforts in the City's most disinvested neighborhoods. The Fellow will be a valuable addition to the City's three-agency Resilience Team which includes the Office of Sustainability, the Mayor's Office of Emergency Management (MOEM) and the Health Department's Office of Public Health Preparedness and Response (OPHPR). The team regularly engages and supports residents in historically underserved neighborhoods to become less vulnerable to climate impacts and more resilient while advancing the city's goals of community preparedness, resilience, and equity.

The Fellow will assist the team by: 1) conducting critical information gathering and outreach assistance in some of our most socially, environmentally, and economically vulnerable communities as part of our BOS team, Citizen Emergency Response Training (CERT) program, and Resiliency Hub Initiative; 2) continuing to build support and trust within these underserved and underrepresented neighborhoods while serving as a main point of contact between residents and the City for the duration of the fellowship; 3) facilitating relationships between communities and government so communities have agency to lift up their own voices; 4) helping lay the groundwork for creating model engagement around micro, neighborhood-level, community-led resilience planning and furthering inclusive and equitable community resiliency and preparedness efforts.

The Fellow's outputs will include the creation of a report with findings and recommendations for moving forward with equitable community resiliency planning using details gathered in the field. The report will provide guidance for continuing to develop and maintain strong, sustained relationship with residents and organizations, and actions the City can take to support them on community preparedness, resilience, and equity issues- all of which are critical components of community resiliency plans. The report will be a model for working with other underserved neighborhoods on information gathering at a grassroots level. The Fellow will also present their findings to the stakeholders and community leaders and city staff they worked with throughout their fellowship.

## Desired Skills

Successful candidates will be able to dedicate 40 hours per week over a 12-week period from June to August 2019. The Community Resilience Equity Fellow will be able to demonstrate many of the following skills, experiences, and abilities:

- A deep interest in developing equitable policies and programs to advance social justice and sustainability goals in Baltimore
- A demonstrated commitment to social justice, environmental justice, and community-driven work
- Culturally competent communication, facilitation, and situational awareness
- Interest in engaging with community members on the topic of climate change, resilience and equity
- Excellent written and verbal communication skills, and ability to present to diverse audiences, specifically racially, ethnically, and socioeconomically diverse communities
- Proficiency with Microsoft Office programs and ability to create clear concise documents and presentations
- Knowledge of and sensitivity to working with diverse community groups and faith-based institutions
- Familiarity with Baltimore's environmental challenges and opportunities, including familiarity with social inequities and how they relate to sustainability and climate change or environmental issues
- Experience working collaboratively with government staff, community groups, advocates and/or residents, including communities of color
- Project assistance or coordination responsibilities such as:
  - Creating presentations and draft materials for meetings
  - Synthesizing meeting discussions
  - Drafting reports and documents related to the project
  - Presenting at community and internal meetings
  - Meeting facilitation

## **Professional Development and Support**

The Fellow will begin by receiving an overview of the Department, its racial equity work and the history of racial segregation in Baltimore from staff. The Fellow will attend monthly Equity Committee, all-staff meetings and Lunch and Learns. The Assistant Director of Equity and Engagement will be one of the mentors to the Fellow, and a buddy will be assigned to help them learn expectations of the Office and acclimate them to Baltimore. The Fellow will attend our monthly Sustainability and Planning Commission meetings, as well as any related City Council hearings. The Fellow will meet multiple times weekly with the Climate and Resilience Planner and will be in large space with other summer staff and interns. The Fellow will be supported by advocacy partners to listen and learn the intricacies of elevating voices and bringing interests and concerns to various levels of government.

## **Pay Rate and Housing**

Although Baltimore's living wage is \$12.81 an hour, we will supplement the grant funding so the Fellow will receive a stipend of \$15 an hour.

The team has contacts at Johns Hopkins and other universities and will help the fellow find students who are looking to rent rooms in their apartments while their roommates are away over the summer months. They have done this successfully previously.