



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.

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 Vancouver (BC) *The Sustainability Group Equity Fellow*

Fellowship Summary

The Equity Fellow will work with staff across the City of Vancouver and with local organizations to embed equity into the updated environmental plan for the city (building on the Greenest City 2020 Action Plan).

Project Background

The City of Vancouver's Greenest City 2020 Action Plan (GCAP), adopted in 2011 has changed the City's approach to sustainability and has facilitated significant progress across the plan's ten goal areas. With 2020 approaching, Vancouver is working to develop a new long-term environmental plan. We need to continue to advance our environmental sustainability and climate action work, but to do so in a way that intentionally supports and benefits newcomers, indigenous communities, and people who are homeless or precariously housed.

The City of Vancouver is also currently developing an Equity Framework, which will help guide equity considerations through the City's plans and strategies.

Team Description

In 1990, Vancouver became the first city in North America to attempt to address climate change when it published its "Clouds of Change" report. The Sustainability Group was formally established in 2002. It's currently part of the Planning, Urban Design and Sustainability Department. The Sustainability Group provides policy direction and oversight of the City's sustainability strategies, including the Greenest City Action Plan, the Renewable City Strategy, the Climate Change Adaptation Strategy, and the Green Operations Plan. Sustainability Group staff collaborate across city departments, as ownership and implementation of various sustainability goals are distributed throughout the organization. The Equity Fellow will be part of the Sustainability Group and will report to a Senior Sustainability Specialist. Because our office is collaborative and interdisciplinary, the fellow will have the opportunity to learn from and teach other members of the Sustainability team and colleagues in other departments, particularly Social Policy.

Read more about Vancouver's Sustainability Group & equity and reconciliation work:

- Greenest City Action Plan: Vancouver.ca/greenestcity
- Renewable City Action Plan: Vancouver.ca/renewablecity
- Climate Change Adaptation Strategy: Vancouver.ca/climateadaptation
- City of Reconciliation Framework: <https://vancouver.ca/people-programs/city-of-reconciliation.aspx>
- Equity Framework (under development)
- Women's Equity Strategy: <https://council.vancouver.ca/20180116/documents/rr1presentation.pdf>

Job Description

The work plan will consist of the following major tasks, noting that the exact details of the work will be tailored to suit the skill set of the successful candidate:

Analysis of the Greenest City Action Plan: Perform a high level review of the Greenest City 2020 Action Plan to highlight equity gaps and missed opportunities that can serve as examples for staff in the development of the new plan.

Process: Using the City's City of Reconciliation Framework and the Equity Framework (under development), develop and test processes for guiding staff groups in evaluating proposed sustainability action against equity and reconciliation objectives.

Outreach, Relationship-Building & Understanding: Working with staff, meet with neighborhood leaders and community organizations to gain an understanding of their direct experiences with sustainability, climate impacts and their experiences, if any, with the City's Greenest City Action Plan. Summarize this information for City staff to inform development and prioritization of new sustainability actions.

Support the Climate and Equity Working Group: Support Sustainability staff in exploring the formation of a Climate and Equity Working Group and provide input into how the Equity Working Group can help inform our new environmental plan. Document challenges involved in process and contrast with US cities.

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

- Conduct best practices research and analysis
- Create presentations and draft materials for meetings
- Present at community and internal meetings and forums and assist with meeting planning and facilitation
- Engage with community members, organizations; conduct interviews, facilitate dialogue and improve competences on Indigenous ways of knowing and relationship to environmental justice
- Translate policy documents into practical processes
- Synthesize information and draft reports and summary documents related to the project.
- Work with Indigenous staff liaisons to strengthen relationships between City, urban Indigenous communities, Indigenous organizations, and other levels of government, including local Nations where appropriate, on environmental justice

Desired Skills

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

- Proven experience working with First Nations groups including urban Indigenous communities and organizations
- Substantive knowledge of and commitment to Indigenous ways of knowing, and the implementation of research principles and protocols that achieve inclusive community participation under conditions that strive for mutual respect and equity;
- Community leadership in the field of environmental and social justice and the experiences of Indigenous peoples with climate change;
- Able to create bridges between Indigenous communities and governmental or other entities engaged in responding to the challenges of climate change.
- Experience working directly with or living among people from diverse racial, ethnic, and socioeconomic backgrounds
- Ability to analyze complex issues, to recommend culturally appropriate approaches and to prepare related reports
- Strong relationship building and culturally-informed conflict resolution practices
- Familiarity with social inequities in the Vancouver context and how they relate to sustainability and climate change
- A deep interest in developing equitable policies and programs to advance social justice and sustainability goals
- Experience using Microsoft Office Suite to create clear and concise documents and presentations. Experience with Adobe Creative Suite is an asset.
- Fluency in English is required. Strong oral and written communication skills
- Fluency in a second language such as Sḵw̱x̱w̱ú7mesh sníchim (Squamish), Hənq̱əminəm (Hengeminiem), Mandarin, Cantonese or other language is beneficial, but not required.

Professional Development and Support

The project team will provide an orientation regarding learning, training, and available professional development opportunities. The project team will regularly meet with the fellow to discuss their personal fellowship goals, explore professional opportunities, and maintain an open channel of communication. The fellow will be invited to participate in meetings and lectures with the project team and will be encouraged to attend additional educational and training events that they may find interesting. Through its global networks, such as USDN, C40, etc., the Sustainability Group has access to many opportunities for deep learning on a variety of sustainability topics.

While the fellow will be supervised by Sustainability Group staff, they will also work with our colleagues in Social Policy. The project team 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 \$20.91 (Cdn) an hour.