



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 Baltimore (MD) ***Equity and Engagement Associate, Office of Sustainability***

Fellowship Summary

The Equity and Engagement Associate will assist the Baltimore Office of Sustainability (BoS) in adopting a more systematic and transparent approach to addressing environmental justice and racial equity issues that emerge from diverse community voices. The fellow will use one or more community generated ideas on zero waste to develop overall guidance for creating a strong, sustained relationship with residents and activists.

Project Background

The Baltimore Planning Department has an Equity Committee, an Equity in Action Plan, and a new Assistant Director of Equity and Engagement. Our first mandatory Diversity and Inclusion Training was held this year. The Office of Sustainability has been updating the Sustainability Plan using an equity lens during the engagement period and we are now drafting the plan using equity language and metrics. Racial equity is front and center in our work here in Baltimore. The fellow will begin to implement Goal #1 of the Equity in Action Plan to “improve and increase the dialogue and connections between government and underserved communities in Baltimore” as an overall guide to their work. The fellow will interact with a passionate, experienced team of professionals working to advance racial equity in multiple areas of sustainability.

Team Description

The 15-person team in Baltimore implements the City’s Sustainability Plan. General topics we are engaged in include Food Policy, Climate, Energy and Resiliency, Greening, Floodplain, Critical Area, Forest Conservation, Made in Baltimore, Green Schools and brownfields. We are one of five divisions in the Planning Department. The fellow will work with the larger Planning Department team while being embedded with the Office of Sustainability. The team is close-knit both physically and philosophically. Each staff person is passionate about his/her work. In 2017, they began holding biannual offsite staff retreats to build our team and create the vision our work. Equity shows up as the main link that overlaps all work. This is a core element of each project, policy, and plan on which the team embarks. They are an outward facing group with many partners and are well respected for our progressive and thoughtful work. Staff meets twice monthly to share our work and once monthly as a whole Department.

Job Description

The fellow will develop targeted guidance and an action plan for engaging underserved Baltimore communities and building relationships with activists, residents, and organizations in and affiliated with those communities. The overarching goal behind the fellowship is to better connect the work of the BoS and the community by taking idea(s) that have originated in and been vetted by a diverse and underserved community and developing a framework to guide this and similar relationships. The fellow will use the idea(s) to create overall guidance for creating a strong, sustained relationship with residents and activists on sustainability and equity issues and develop a concrete Action Plan outlining steps of engagement on a topic related to zero waste, with commitments from both sides to take steps to implement the zero waste idea(s).

The fellow will work very closely with environmental justice advocates, residents and neighborhood Bmore Beautiful Captains in underserved neighborhoods to set up a system to incorporate their ideas and efforts which can be then be inserted into City plans, policies and/or projects addressing and preventing environmental injustice and social equity.

Desired Skills

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

- Local cultural competence and above average emotional intelligence;
- Proficiency with Microsoft Office programs;
- Excellent oral and written communication skills;
- Knowledge of community groups and their desires in one or more Baltimore neighborhoods;
- Familiarity with Baltimore's environmental challenges and opportunities.
- Excellent written and verbal communication skills, and ability to present to diverse audiences, specifically racially, ethnically, and socioeconomically diverse communities.
- Gain an understanding of the landscape of Baltimore's institutional and structural racism and bias.
- Experience working collaboratively with government staff, community groups, advocates and residents, including communities of color by embedding in a South Baltimore community
- Learn to incorporate multiple perspectives and consider impacts and outcomes of decision making processes.
- An understanding of Baltimore's zero waste and environmental justice issues from both the advocate and government side.
- Build a framework for developing and maintaining healthy community-government relationships; create targeted guidance / action plan for ensuring underserved community representation has a voice in government decision-making.

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 Sustainability Coordinator 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 a high level of government.

Pay Rate and Housing

Although Baltimore's living wage is \$12.81 an hour, we will supplement the grant funding so 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.