



# GLOBAL PHILANTHROPY PARTNERSHIP

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



## **USDN Building Diversity Fellowship Program**

The Global Philanthropy Partnership (GPP) and the Urban Sustainability Directors Network (USDN) are pleased to offer summer 2016 fellowship opportunities with seven local governments. Fellows will receive valuable learning experience while helping local governments to advance their sustainability and inclusion goals.

2016 fellowships will be offered in [the City of Boston \(MA\)](#), [the City of Cleveland \(OH\)](#), [the City of Eugene \(OR\)](#), [the City of Oakland \(CA\)](#), [the City of Plano \(TX\)](#), [the City of Toronto \(ON\)](#), and [Johnson County \(KS\)](#). See the following pages for more information on the scope of each available fellowship.

Highlights of all fellowships include:

- A living wage (\$15 USD per hour or more)
- The experience of full-time employment over the summer (12 weeks)
- The experience of working in a local government office
- The experience of working with diverse communities and advancing a community's sustainability and social equity goals
- Mentorship and participation in a national cohort of fellows through USDN, including access to network discussions, peer learning calls with other fellows and experts, and mentorship from sustainability professionals in other communities

More information on the Urban Sustainability Directors Network is available at [USDN.org](http://USDN.org).



Requirements for all fellows include:

- Be a current student or recent graduate
- Commit to working for the entire duration of the fellowship
- Commit to participating actively in the additional cohort and mentoring programs
- Commit to maintaining the privacy of cohort and USDN discussions
- Complete a brief, written report at the conclusion of their fellowship to help demonstrate the value of and learn from this pilot initiative, and possibly a verbal presentation to USDN members about their project and experience

Applications should be sent to Mia Arter of USDN at <miaarter@usdn.org>. Please include the name of the community or communities with which you are seeking a fellowship in the email subject line.

Applications should include:

- Completed and signed application form (see attached and at USDN.org)
- Current resume
- A minimum 250-word essay stating why you are interested in the fellowship(s), including:
  - A description of your career goals and how this fellowship would help you achieve them
  - A description of your education and skillset, particularly in communicating with diverse audiences, and how you would apply them to this fellowship, and
  - Any other information you would like us to know.

Applications will be accepted on a rolling basis through April 30, 2016. All applicants will be notified of selection decisions.

For additional information, please email Mia Arter, USDN Program Director, at miaarter@usdn.org. Thank you for your interest!

**Shortcuts to Fellowship Descriptions:**

- [City of Boston \(MA\)](#)
- [City of Cleveland \(OH\)](#)
- [City of Eugene \(OR\)](#)
- [City of Oakland \(CA\)](#)
- [City of Plano \(TX\)](#)
- [City of Toronto \(ON\)](#)
- [Johnson County \(KS\)](#)

## **USDN Fellowship with the City of Boston (MA)**

### ***Greenovate Boston Outreach Fellow***

#### **Background**

The City of Boston is seeking a fellow to strengthen efforts in achieving the mission for Greenovate Boston: *To empower all members of the Boston community in helping the City meet its climate and sustainability goals through innovative communications and community engagement.*

One of the strategies to achieve that goal, and included in the City's Climate Action Plan, is creating a neighborhood climate action network. The tactics within that strategy include a series of community outreach efforts and the explicit need for an expansion of accessible and inclusive communication methods about climate change. These efforts include, but are not limited to, one-on-one meetings, tabling at/supporting local events, hosting events and community workshops, surveys, phone calls and more.

Through Boston's new Climate Ready Boston Initiative, the Fellow will focus his or her outreach on building the neighborhood network around climate preparedness. The more vulnerable and lower-income populations in Boston tend to have more reliance on public services and fewer resources with which to take action to prepare or respond to the stresses of extreme weather. Therefore, the overall climate preparedness of the city, including its transportation, energy, and water infrastructure, is critical. The Fellow will help Greenovate Boston address these challenges and embed equitable solutions in the program's community engagement strategies.

The Greenovate Neighborhoods initiative will provide a wide variety of professional opportunities for the Fellow to explore. Community outreach can include creative communications, relationship building, education, or a combination of other skills. This project has been in motion to deliberately expand the audiences who are in the Greenovate network, and resource to educate people about climate change and how they can adapt to impacts and other environmental concerns. The Fellow will be entering the project during a phase that will provide incredible insight into sustaining inclusive climate action at the City-level. Greenovate Boston has been recognized as an international leader for its network of resources, and this next phase of development will expand on that impact to bring climate action to ordinary residents who may already be experiencing climate change impacts.

Learn more at [GreenovateBoston.org](http://GreenovateBoston.org).

#### **Scope of Work**

The Greenovate Outreach Fellow will support the launch of the Greenovate Neighborhoods Initiative, a key strategy in the City of Boston's Climate Action Plan. The Fellow will be expected to conduct neighborhood-level community outreach to new and existing

members of the Greenovate Boston network. The goal of the initiative is to empower residents and businesses to take climate action in their neighborhoods, and the objective of the work is to determine the best structure to help facilitate communications between members themselves, as well as between the City and the community. The Fellow will focus his or her outreach on climate preparedness through Boston's new Climate Ready Boston Initiative, strengthening the program's outreach in more vulnerable and lower-income populations most impacted by climate change.

The Greenovate Outreach Fellow will work with his or her supervisor to develop a collaborative work plan together at the start of the fellowship. The work plan will include personal and project goals, as well as a timeline, implementation roadmap, and outcomes. A key piece of the work plan will outline what success looks like at the completion of the project.

The Greenovate Boston Program Manager will serve as the direct supervisor for the Greenovate Outreach Fellow. The Program Manager and the Fellow will have weekly one-on-one meetings to check in on progress of the work plan and to address any questions or concerns. The Fellow will also attend bi-weekly team meetings with the Director of Communication and Community Engagement for Greenovate and Renew Boston programs. The Fellow will sit in close proximity to the Program Manager, the Director of Communications and Community Engagement, and the Greenovate Program Intern to help facilitate face-to-face team communications.

This fellowship is a 40 hour per week position.

## **Desired Skills and Qualifications**

### *Education and Experience:*

- Involvement in a community setting; e.g., student, volunteer, or religious group
- Demonstrated ability to commit to a team-oriented task or project
- High-school graduate

### *Skills:*

- Strong communicator (bilingual preferred)
- Dedicated problem-solver
- Self-starter with the ability to drive projects forward in a collaborative environment
- Ability to meet community groups or organizations outside of City Hall, possibly during evening hours
- Active listening skills that can be applied to community concerns from the position of a municipal employee

## **Anticipated Outcomes for Fellow**

Through this opportunity, the Greenovate Outreach Fellow is expected to gain experience in:

- Direct community outreach and engagement

- Strategic and targeted communications
- Project management
- Goal setting and tracking
- City planning processes

This fellow will receive a stipend of \$18 an hour.

Additionally, the Fellow will have access to numerous opportunities to expand on his or her interests or skills, outside of what is outlined above, through opportunities within the Environment Department and throughout City Hall. Examples of these opportunities include clean-up efforts of Boston conservation lands, experience with the City's building and energy teams, participating in service-oriented activities with the Office of Neighborhood Services, and more.

The City of Boston would also like to commit a mentorship opportunity between the Fellow and the Chief of Environment, Energy, and Open Space Austin Blackmon. This will entail monthly one-on-one meetings to discuss both personal and professional goals. Chief Blackmon is committed to developing leadership that brings new perspectives and backgrounds to energy and sustainability work.

Guidance on housing opportunities can be provided for the fellow, if needed.

## **USDN Fellowship with the City of Cleveland (OH)**

### ***Youth Sustainability Summit and Youth Green Jobs Fair***

#### **Background**

Every year, the Cleveland Office of Sustainability hosts a community-wide sustainability summit, and the Office invites approximately 100 high school youth to attend and participate. Although these students attend and provide great insight and enthusiasm, the Office knows that the agenda, content and follow-up activities of the summits are oriented more towards adults. The Office of Sustainability has long had a goal of creating an ancillary summit just for youth that can help create the sustainability leaders of the future.

The goal of the youth summit is to introduce high schoolers from the Cleveland Metropolitan School District to the concept of sustainability, to higher education opportunities in sustainability and to youth employment and internship opportunities in sustainability. This goal also helps to further the equity and inclusion goals of the Office of Sustainability. The Cleveland Metropolitan School District is 65% African-American, 15% Hispanic and 100% economically disadvantaged by federal standards. By engaging CMSD students, the Office of Sustainability can help create enthusiasm and interest among a diverse group of high school students who could be on-boarded to a pipeline to opportunities and jobs in sustainability.

More information is available at the links below:

- Sustainable Cleveland 2019: <http://www.sustainablecleveland.org/>
- Cleveland Metropolitan School District: <http://www.clevelandmetroschools.org/site/default.aspx?PageID=1>
- Mayor's Summer Youth Employment Program 2015 Magazine: [https://issuu.com/youcleveland/docs/achieve\\_magazine\\_2015](https://issuu.com/youcleveland/docs/achieve_magazine_2015)
- Cleveland Botanical Gardens Green Corps Program: <http://www.cb garden.org/lets-learn/green-corps.aspx>
- Youth Opportunities Unlimited: <http://www.youthopportunities.org/employment.aspx>

#### **Scope of Work**

The fellow's scope will focus on creating a new program for the Mayor's Office of Sustainability that advances the city's equity, inclusion and community engagement goals. The fellow will spend 12 weeks leading the planning process for a Youth Sustainability Summit and Youth Green Jobs Fair.

The fellow will convene a design team of relevant stakeholders to plan the Cleveland's first Youth Sustainability Summit and Green Jobs Fair. The fellow will develop a working

relationship with partner organizations involved in sustainability, education and economic inclusion. Stakeholders on the design team will include representatives from:

- *Education Sector:* Cleveland Metropolitan School District (CMSD), City of Cleveland's Chief of Education, Cleveland Scholarship Program, Cleveland State University, Cuyahoga County Community College, Baldwin Wallace University and Case Western Reserve University
- *Youth Employment Agencies/Organizations:* Youth Opportunities Unlimited, Mayor's Summer Youth Employment Program, and Cleveland Botanical Garden's Green Corps program
- *Government Sector Green Youth Employers:* Cleveland Public Power apprenticeship Program, Water Pollution Control, Water Department, Cleveland Airport.
- *Sustainability Sector:* Mayor's Office of Sustainability, County Sustainability Department, Thriving Communities Institute, Environmental Health Watch, and Evergreen Cooperatives.

The Fellow will be located with the Mayor's Office of Sustainability at the Sustainable Cleveland Center. Fellow will have his or her own desk, computer, phone and email address.

*Weeks 1-8:* With assistance from the Mayor's Office of Sustainability, the fellow will conduct research on other successful youth summits and youth sustainability events. Fellow will host a series of 5-8 planning meetings with the design team to determine the following:

- *Relevant and engaging content to introduce high school students to the concept of sustainability.* This may include identifying a keynote speaker or panel, showcasing global or national examples or identifying classroom activities that can occur prior to the youth summit in coordination with the school district.
- *How best to introduce and connect CMSD students to youth employment opportunities for summer jobs in sustainability.* This includes the Mayor's Summer Youth Employment program with jobs in water pollution control, environmental crimes clean-up, water quality testing, summer rain barrel and rain garden program; the Youth Opportunities Unlimited program which has a variety of job opportunities for high school youth; Upcycle Parts Shop; and the Cleveland Botanical Gardens Green Corps urban farming summer jobs.
- *Creative ways to connect high school students to post-secondary opportunities in sustainability.* There are several local programs and higher education degrees in sustainability including Cleveland Public Power apprenticeship program, Student Conservation Corps internships with Davey Tree, Cuyahoga County Community College, Cleveland State University, Baldwin Wallace University and Case Western Reserve University.

*Weeks 8-10:* Following the design team meetings, the fellow will develop a plan which will include the following:

- Estimated budget
- Time, date, location and logistical needs
- Key stakeholders to be invited by the Mayor (keynotes, panelists, partners, exhibitors etc)
- Drafted letters of invitation
- Draft Agenda
- Key contacts from CMSD around student transportation to the summit and classroom activities preceding the summit
- Ideas for how to get input on the youth summit during the 2016 citywide summit including inviting student leaders who can help with further pre-planning.

*Weeks 11-12:* Finalize the plan and coordinate the invitations for key stakeholders and participants

The fellow will report directly to Sustainable Cleveland Coordinator, who will provide support and guidance as needed. The fellow will attend bi-weekly staff meetings to report on progress to the Chief of Sustainability and to trouble-shoot and get input from office staff.

This fellowship is a 40 hour per week position.

### **Desired Skills and Qualifications**

- The ideal fellow would have experience working or living in a diverse urban environment.
- The fellow should have some experience working with youth and an interest in helping to create a diverse pipeline of future sustainability professionals.
- The fellow should have a basic understanding of sustainability and/or environmental justice or be willing to learn and quickly become more knowledgeable. The Office of Sustainability can provide some training through the city's Sustainability 101 Employee Education module and the Roots of Success curriculum if needed.
- Experience in equity, economic inclusion or education will be valued.
- Previous experience convening stakeholders and planning events.

### **Anticipated Outcomes for Fellow**

The fellow is expected to gain professional relationships in sustainability, local government and other sectors. The fellow is also expected to create connections with other fellows in his or her cohort on a national scale.

This fellow will receive a stipend of \$15 an hour.

The fellow will gain project management, facilitation and event planning experience. The fellow will be able to participate and take a leadership role during the annual citywide Sustainability Summit as well as participate in other professional development opportunities. Depending on the interest and the level of sustainability knowledge, the fellow can participate in the city's Roots of Success classes at Cuyahoga County Community College and participate in the Corporate Sustainability Roundtable meetings hosted by Cleveland State University. The fellow will also gain a mentorship relationship with the Chief of Sustainability.

The fellow will work with other Sustainability Staff as needed including the Chief of Sustainability, the Director of Sustainability, and the Outreach and Education Coordinator for the Office of Sustainability. The fellow will also make a presentation to the Mayor and his sustainability advisory committee to update them and receive feedback on the plan in August 2016.

Guidance on housing opportunities can be provided for the fellow, if needed.

## USDN Fellowship with the City of Eugene (OR)

### *All of Us! Integrating Equity and Inclusion into Community Preparedness and Climate Resilience Planning*

#### **Background**

Themes of emergency preparedness and community resilience have increasingly permeated conversations in the community. While city and county government, school districts, universities and other agencies have actively promoted CERT, Map Your Neighborhood and other emergency response programs, the needs of Eugene's most vulnerable and often underserved residents – seniors, the unhoused, non-English speakers, and disabled neighbors -- are often overlooked.

Along with agency and organizational work, neighborhood-based groups have been forming to address emergency preparedness and community resilience in response to climate change. While their work is making an impact, they are largely volunteer-run groups and aren't always able to effectively include underserved community members. They require additional support and expertise to reach members of our community that are not easily or effectively engaged through traditional forms of outreach.

The City of Eugene believes that connecting organizational work with neighborhood-level work to include groups that serve traditionally underserved members of the community will more broadly address community needs. By assessing the level of service across a spectrum of agencies, organizations and groups, the city can begin to look more closely at where our work aligns *and* where there are gaps remaining with the goal of ensuring social equity is factored into the work of creating a more resilient community.

As the fellowship title indicates, emergency preparedness and community resilience are best achieved if ***all of us*** are involved in planning how the city will work together to respond in the event of disaster and as our community adapts to climate change. The City will consider this a successful effort if the outcomes include better awareness of how Eugene is addressing the emergency preparedness and community resilience needs of our most vulnerable residents, knowledge of any existing gaps, and recommendations for concrete steps the community needs to take to achieve full equity and inclusion.

The Office of Human Rights and Neighborhood Involvement promotes equity and inclusion in the work of city government, with partner agencies, organizations and groups. The City employs Triple Bottom Line approaches wherever feasible and our office plays a key role in many of the TBL discussions. Our core functions include staffing the City's Human Rights Commission; building internal capacity to proactively consider issues of equity and inclusion in policy development, service provision and outreach and engagement activities; providing a resource, conflict resolution and referral function for protected class community members; reporting acts of discrimination related to housing, employment or public accommodation; responding to incidents of hate and bigotry; ADA coordination for the organization; oversight of the City's rest stop program that provides safe, legal options

for homeless people to sleep; and frequent collaboration with other public agencies and community groups to engage the larger community in conversations around issues of race, equity and inclusion. It's what we do *every day*.

More information is available at:

- Office of Human Rights and Neighborhood Involvement - Our programs recently merged and we haven't yet merged our web pages. Find information on Human Rights at <http://www.eugene-or.gov/525/Equity-and-Human-Rights> and on Neighborhood Involvement at <http://www.eugene-or.gov/531/My-Neighborhood>
- Sustainable Eugene <http://www.eugene-or.gov/504/Sustainable-Eugene>
- Emergency Management <http://www.eugene-or.gov/255/Emergency-Management>
- Triple Bottom Line <http://www.eugene-or.gov/512/Triple-Bottom-Line>
- Resource Innovation Group/Transformational Resilience <http://www.theresourceinnovationgroup.org/tr-workshops>
- Lane Preparedness Coalition <http://preparelane.org/>  
*The Lane Preparedness Coalition (the Coalition) provides education and information sharing opportunities to assist local governments, agencies, nonprofits and businesses to promote community readiness and disaster resilience. Provides links to resources, trainings, volunteer opportunities.*
- Lane County Communities Organizations Active in Disaster (COAD) [http://preparelane.org/About\\_COAD.html](http://preparelane.org/About_COAD.html)  
*The COAD exists to coordinate member organizations' activities in relation to emergency response. It is a support to County and City emergency managers but is not run by emergency management personnel. Through regular meetings, communication, planning, and training together, member agencies will be well connected, organized, and ready to respond. On an ongoing basis, the COAD helps with sharing information, resources, and expertise. The COAD will know what resources COAD members have to potentially offer and the contact person to access them.*

## Scope of Work

The fellow will assess current programs and practices and create recommendations for addressing equity and inclusion across all scales of the community's work in disaster preparedness and community resilience.

City staff will introduce the fellow to key people in the community in order to build a network of contacts among neighborhood groups, area agencies and organizations, and various underrepresented sectors of the community including communities of color, representatives from various social service agencies, and non-profit organizations addressing the needs of our differently-abled neighbors, unhoused community members, youth advocates, and others.

The fellow's work will include:

- Researching other communities to identify best practices and model programs that prioritize equity and inclusion in disaster preparedness;
- Collaborating with key stakeholders to develop an outreach plan to engage agencies, organizations and groups across the community;
- Assessing current efforts by local public agencies, community organizations and other groups to engage the public in disaster preparedness through an equity lens;
- Conducting a gap analysis of services being provided;
- Identifying strategies, tools and resources for agencies/neighborhood-based groups to be better equipped at including underserved and marginalized groups in their work; and
- Meeting individually or as a group with agencies/organizations/groups to present findings, recommendations and suggest next steps.

The fellow's work will be coordinated through the City's Office of Human Rights and Neighborhood Involvement, part of the City Manager's Office. From this central location in the city organization, the fellow can work with all city departments, numerous partner agencies and Eugene's 23 neighborhood associations. Our office is high-energy, fast-paced and collaborative *and we like to have fun!*

Three staff members working in human rights, community outreach, and neighborhood engagement will jointly manage the fellow's work, providing information, guidance and introductions to community members, agencies and organizations, work review, scheduling and other types of support and direction as needed. In addition, we have skilled staff working on our community climate action plan, disaster preparedness and developing community emergency response teams who can serve as resources.

This fellowship is a 40 hour per week position.

### **Desired Skills and Qualifications**

Our desired colleague will have proficiency in Microsoft Office applications (essential) and while other computer skills are welcome, they are not critical. The fellow should have the ability to write clearly and concisely and the ability to communicate effectively with culturally diverse customers and communities. We will value an awareness (if not direct experience) of the challenges that exist in engaging underserved groups. CERT training and bi-lingual English/Spanish ability would be beneficial! Desirable qualities include: curiosity, initiative and independence. We appreciate personal qualities that reflect genuineness, empathy, warmth, and a capacity to respond flexibly to a range of possible situations, comfort in groups and a sense of humor.

We also value colleague who have developed an understanding of their personal values, stereotypes, and biases regarding their own and others' cultures. We all strive for acceptance of cultural differences between people as well as the ability to discuss cultural differences and issues openly, and to respond to culturally-based cues.

## **Anticipated Outcomes for Fellow**

The fellow will work hard, meet a lot of people and enjoy Oregon's lovely (if brief) summer. Eugene is on the cutting edge of similar-sized communities in addressing climate change, emergency preparedness and neighborhood-based resilience. The fellow will experience how our community has addressed these challenges and will play an integral role in advancing our goals of equity and inclusion.

This fellow will receive a stipend of \$15 an hour.

*Welcoming environment:* Our office is in downtown Eugene and is easily accessible on foot, by bus, or by bicycle. Our program has positive relationships with partner agencies, working closely with the local chapter of NAACP and Latino groups, homeless services providers, NGOs and non-profits. The office supports the Eugene Human Rights Commission and the Neighborhood Leaders Council, coordinates a matching grants program and works with other city departments on effective outreach and engagement to youth and Latino residents. The office received awards from the local chapter of Blacks in Government and for hosting the annual Neighborhoods, USA conference.

*Mentorship:* The five members of the HRNI team have a combined 60+ years of experience working in public and non-profit sectors, on human rights and social justice issues, in higher education, neighborhood organizing, and community outreach and engagement. Our team strives to serve every person in our community fully and appropriately. We hope you'll join us in our work to build awareness and cultural competency in our organization and the community.

Guidance on housing opportunities can be provided for the fellow, if needed.

## **USDN Fellowship with the City of Oakland (CA)**

### ***Summer Equity Fellow***

#### **Background**

The City of Oakland views climate change as a social equity issue, and its Energy and Climate Action Plan (ECAP) serves as the foundational document for the City's approach to equity in its sustainability program. The ECAP contains a variety of Priority Actions directed specifically at addressing environmental justice, including air quality programs at the Port of Oakland, which sits adjacent to neighborhoods with disproportionately high rates of childhood asthma and other poor health indicators; expanding energy programs for low income properties (expanding both standard weatherization programs and developing a new multifamily energy efficiency program); expanding food access in low income neighborhoods; and hosting community forums on climate change and its impacts. Beyond the ECAP, the City publishes an annual Sustainable Oakland Report, detailing the accomplishments and focus of sustainability work in the City. That report highlights social equity as the focus of many sustainability programs, defining the vision of Oakland as "a community in which all people have the opportunity to pursue safe, happy, healthy, and fulfilling lives, now and into the future."

The City of Oakland has an engaged and active advocacy community. It is because of these passionate and dedicated residents and organizations that the ECAP requires intense commitment from both the City and the community to succeed. Utilizing the community to lead necessary climate efforts is unusual in climate action plans, and may be a model approach for cities to set more ambitious targets and implement actions for which staff is either unsuited or unavailable. The USDN Fellow's work will not only benefit Oaklanders, but also provide a source for other cities to see how effective public private partnerships can be in meeting GHG reduction goals.

While the ECAP sets forth the strategy, the ability to document its success is currently limited. Oakland's Equity fellow will work with these implementing groups to understand their needs and perspectives, document their accomplishments, and establish appropriate long-term structures for communication and collaboration between them and the City.

Oakland's commitment to social equity can be seen in the prioritization of projects that address the social, environmental, and economic impacts placed on disadvantaged communities. The USDN Equity Fellow will help the City continue these efforts by making substantial progress in building relationships in these communities and provide new and enhanced understanding of the ways in which municipal programs can better serve historically disadvantaged populations.

#### **Scope of Work**

The Summer Equity Fellow will support an ongoing, diverse community engagement structure for ECAP tracking and reporting. While community engagement has historically

been strong in Oakland, for sustainability as well as for other key community concerns, a formal engagement mechanism is lacking. The ECAP does not specify a framework for communication or mutual accountability. To foster ongoing mutual trust, and to ensure the success of all priority actions in the ECAP, the USDN Equity Fellow will work to build a proactive, positive, and collaborative working relationship between the City and the Oakland community at large, with particular focus on historically disadvantaged groups and communities most at risk of climate impacts.

- A. The USDN Summer Equity Fellow will:
  - Understand the needs and general landscape of grassroots environmental, environmental justice (EJ), and social equity groups in Oakland;
  - Conduct research on successful community engagement and city-community collaboration structures for social equity, EJ, and sustainability, and make recommendations for best practices;
  - Work with the City of Oakland Energy Policy Analyst/Community Climate Coordinator, Oakland Climate Action Coalition, and diverse Oakland EJ, environmental, and community resiliency organizations to develop an ongoing framework for mutual accountability regarding ECAP progress, tracking, and funding; and
  - Assist the Energy Policy Analyst/Community Climate Coordinator with research and development of funding opportunities to support ongoing City-community collaboration and community policy engagement on sustainability issues.
  
- B. The above tasks are scheduled for a 12 week period from June through August 2016, and are aligned with an existing public outreach process (launched in March/April 2016) for updating the ECAP. The Equity Fellow's Workplan includes an initial one week period to develop understanding of the community groups, ECAP, and other supporting documents that are the focus of the position. The middle ten weeks will include the above tasks and attendance at planned and ongoing community engagement meetings in June and July, attendance and participation in group meetings of the leadership and membership of community organizations, and attendance at internal staff meetings to share results. In the final week, the Fellow will refine work products, including any funding strategy lists, ECAP accountability recommendations, and tracking structure. The Fellow will also make a presentation of their work in this final week to relevant staff, and potentially members of the environmental community, as appropriate.
  
- C. The Equity Fellow will be directly supervised by the Energy Policy Analyst, who is managing the community input process for the ECAP update and is the most relevant subject matter expert for the work to be completed. The Fellow will conduct weekly check in meetings, which will include tracking hours spent per task, deliverables, and progress on the overall scope of work.

This fellowship is a 40 hour per week position.

## **Desired Skills and Qualifications**

The City is seeking applicants who can work effectively with the diverse constituent groups in Oakland. Oakland is one of the most diverse cities in the United States, with large populations of African American, Latino, Asian, and White residents. More than 160 languages are spoken in the community.

The ideal candidate will demonstrate excellent written and verbal communication skills in English at a minimum, able to effectively engage a variety of audiences inside and outside of local government. The applicant must have a basic understanding of sustainability and climate change, including the role that greenhouse gases play in climate change, as well as familiarity with the disproportionate burdens that climate change places on historically disadvantaged communities.

The following skills are highly desirable:

- Proficiency with Microsoft Office programs
- Visual presentation abilities
- Knowledge of the community groups and desires in one or more Oakland neighborhoods
- Local cultural competence and familiarity with Oakland's unique set of climate-related vulnerabilities

## **Anticipated Outcomes for Fellow**

This Fellowship will provide the candidate with a number of benefits, including professional experience in City policy implementation, experience in working collaboratively with both government staff and community groups, skill development in communication on climate change and environmental justice, and relationships in the community for future work in this area. The Fellow will gain important policy skills by developing a deep understanding of the City's ECAP and its importance in citywide planning and program implementation. In addition to the range of interactions with the community groups identified in the work plan, the Fellow would also be invited to participate in the professional development events put on for City employees, including volunteer coordination with the City's Environmental Stewardship Team and regular lunchtime learning events at SPUR, a local policy advocacy organization located one block from the downtown complex where the Fellow will be hosted.

This fellow will receive a stipend of \$15 an hour.

The USDN Summer Equity Fellow will also benefit from mentorship that will take several forms. The supervisor for the position will provide regular feedback and guidance on a range of topics and issues, based on the learning desires of the Fellow, as well as the strengths and weaknesses demonstrated in the fulfillment of duties in the position.

Mentorship topics may include professional expectations, technical learning in climate analysis, community engagement techniques, and relationship building among potential employers. Additional mentorship is available in specific disciplines in the City's Environmental Services Division, including energy efficiency, zero waste, and environmental stewardship.

## **USDN Fellowship with the City of Plano (TX)**

### ***Sustainability Community Engagement Fellow***

#### **Background**

Plano has become a very global and highly diverse community. Historically, Plano has had a homogeneous population, but this has changed dramatically in recent years. The population of 273,000 residents is now 7% African American, 14% Hispanic, 18% Asian and 58% Caucasian. It has a highly educated workforce with 54% having Bachelor's degrees and 20% having Graduate degrees – twice the national average for both levels. Because of the job opportunities (Plano is home to six Fortune 1000 companies and many corporate headquarters), people from across the country and all over the world are moving to Plano, bringing with them rich cultural diversity.

The City of Plano is committed to equity and inclusion as evidenced by the passing of the Equal Rights Ordinance in 2015. Plano believes that cities thrive when all citizens and visitors feel respected, welcomed and have the ability to experience the full enjoyment of civil, religious and human rights. To this end, the City is committed to ensuring every Plano citizen's and visitor's rights are protected. The City of Plano's Equal Rights Ordinance depicts our commitment to ensuring equality and inclusion for all citizens and visitors in the areas of employment, housing, public accommodations and city contracting. As the City of Excellence and ninth largest city in Texas, the City of Plano remains committed to promoting the full enjoyment of civil, religious and human rights for our citizens and visitors.

The Sustainability & Environmental Education division (SEED) strives to be inclusive in working with all segments of our community, embracing diversity through our education and outreach programs. Two specific examples include oversight and implementation of the Zero Waste plan and Sustainability educational booths for the Plano International Festival which has over 10,000 participants each year; and participation in educational booths, litter cleanups, storm drain marking and neighborhood block party for the semi-annual Love Where You Live neighborhood revitalization program targeted at minority and underserved neighborhoods around the city.

Plano was ranked #2 on the Top 10 Best Cities for Families list. A noted observation was that "Plano's highly diverse population helps children grow up with exposure to other cultures and walks of life."

The City suspects that differences in culture may be influencing participation in recycling programs and also impacting locations of hot spot problems with disposal of fats, oils and grease (FOG). Despite a highly educated population, and various public education campaigns and efforts, Plano's recycling rates have remained flat at about 38% for several years. The City has observed anecdotally that certain neighborhoods lag behind in recycling participation. To test these observations, the City needs to conduct research to identify the problems related to the neighborhoods that underutilize our recycling services, if there are

any direct correlations with culturally diverse neighborhoods or certain socioeconomic populations, and how to reach these underserved or unresponsive populations in a positive way. The City also wants to determine whether certain geographic neighborhoods with FOG hot spots have any cultural factors associated with them that need to be addressed through education and outreach methods.

Once attitudes, problems and barriers are identified through the surveys and focus groups, appropriate culturally effective education and outreach programs would be developed to address these barriers and preferences, and implemented through a pilot program. The intent of the pilot is to determine the effectiveness of new culturally adapted programs in each of the under-performing neighborhoods. This program will also address a recommendation of our STAR Community Program assessment of working towards adopting guidelines on how our City staff could better engage residents from diverse backgrounds in our programs and services. The City believes this fellowship will allow it to make progress in this area of equity and inclusion.

More information is available at:

- Live Green in Plano programs from Sustainability & EE division [www.livegreeninplano.com](http://www.livegreeninplano.com)
- City of Plano website [www.plano.gov](http://www.plano.gov)
- Plano's Equal Rights Ordinance <http://www.plano.gov/2526/Equal-Rights-Ordinance> -
- Plano's STAR Community rating <http://www.plano.gov/2598/4-STAR-Community-Rating>
- Recycle Right Plano information <http://www.plano.gov/1400/Recycle-Right-Plano> -
- Multi-cultural Outreach <https://www.plano.gov/955/Multicultural-Outreach-Roundtable>
- Fats, Oils, Grease campaign for North Texas <http://www.ceasethegreasentx.com>
- Best Cities for Families list <http://www.livability.com/top-10/families/10-best-cities-families/2015/tx/plano>

## **Scope of Work**

The City of Plano seeks candidates for a Sustainability Community Engagement Fellow (SCEF) to serve as a community liaison to assist the Sustainability & Environmental Education division in managing a multifaceted study examining opportunities to increase both recycling and the proper handling of FOG. Based on past and current participation rates and problem areas, research is needed to determine whether existing programs are effectively serving multicultural and minority neighborhoods. Research will be conducted through surveys and focus groups, the results of which will be used to develop program strategy and delivery components most effective for targeted ethnic or underserved populations. Cultural competency is needed to appropriately engage with neighborhood residents and effectively communicate program goals.

The SCEF will coordinate the development and administration of a survey and supporting focus groups to determine residents' recycling habits, attitudes towards recycling, barriers to recycling, and current actions related to disposal of FOG, and correlation of these actions to neighborhood, cultural background, and/or socioeconomic status. Research results will then guide development of educational outreach program and strategy targeted at the identified under-served neighborhoods and populations.

i. Community research – first 4 weeks (May – June)

Objective: Develop and administer survey and focus groups, and analyze results to determine if certain populations are being underserved.

- Identify survey method, develop survey, administer survey, develop focus group questions, identify focus group participants, conduct focus groups, compile and analyze results, write report and recommendations.

ii. Outreach program design and development – second 4 weeks (June – July)

Objective: Develop culturally targeted outreach strategy and materials to increase participation in recycling and proper disposal of FOG.

- Develop outreach strategy, identify community partners, develop message and materials, design, create and produce outreach materials.

iii. Pilot and implement outreach program– third 4 weeks (July – August)

Objective: Implement outreach program and measure results against established baseline to see if recycling and proper disposal of FOG increases for targeted populations as a result of adapted targeted outreach programs.

- Implement outreach program in identified pilot area, evaluate results, write report and recommendations.

The SCEF will work collaboratively on a team consisting of the Sustainability Projects Coordinator, Water Education Coordinator, Recycling Education Coordinator, Sustainability & Environmental Education Supervisor, Sustainability & Environmental Education Manager and Environmental Health & Sustainability Director. Direct supervision of the SCEF will be shared by the Sustainability Projects Coordinator and Sustainability Supervisor who will guide, mentor and oversee his/her work plan.

This fellowship is a 40 hour per week position.

### **Desired Skills and Qualifications**

Ideal candidates will possess skills and experience in the following areas:

- Community engagement or community organizing, particularly in cross-cultural settings
- Developing and administering surveys and focus groups
- Public speaking
- Writing - both public outreach and official reports
- Research and analytical skills
- Organizational skills
- Advanced computer skills preferred with spreadsheets, data bases, GIS a plus
- Understanding of principals of sustainability

- Commitment to environmentally friendly lifestyle practices
- Cross-cultural living experiences
- Fluency in one or any combination of the following is helpful and preferred - Spanish, Mandarin, Hindi.
- Educational background: Bachelor's or higher degree. Sociology, Geography, Marketing & Community Engagement, Sustainability, Environmental Education, Communications, Educational Research

### **Anticipated Outcomes for Fellow**

The SCEF will reap many benefits from their employment and engagement with the City of Plano, the Environmental Health & Sustainability Department and Sustainability & Environmental Education Division. The SCEF will learn firsthand how municipal government and services work. The Fellow will be exposed to local politics and the many complexities of balancing resident needs, resident desires, City Council direction, City management directives and budget availability and priorities.

In addition, the fellow will be responsible for problem-solving and developing solutions for two real issues currently challenging our Sustainability programs: recycling participation and proper disposal of fats, oils and grease. The Fellow will gain satisfaction from grappling with data that illuminates barriers and helps identify solutions and the right course of action, despite economic challenges and cultural misunderstandings.

This fellow will receive a stipend of \$15 an hour.

The SCEF will benefit from interactions with people at different levels in the City organization and from diverse communities within the City. Additionally the Fellow will gain valuable practical experience in community engagement with diverse populations, and survey and focus group development and implementation. The cross-cultural considerations and inclusion priorities of this project will be highly satisfying to the Fellow.

The Fellow will also enjoy the satisfaction of working on a project from inception to completion, and the sense of personal fulfillment that comes from following through on project development that is guided and supported by researched data directly applied from start to finish.

During the onboarding process, the SCEF will be given opportunity to discuss and state the personal goals he/she would like to achieve during the course of the fellowship. A staff mentor, best aligned to help meet those goals, will be assigned to the SCEF. Regularly scheduled periodic meetings will be set between mentor and mentee to help attain those goals. In addition, the SCEF will be mentored through inclusion and attendance at meetings, regional events and webinars appropriate to their professional development objectives. Participation in related USDN User Group calls will be encouraged, as well as participation in any USDN networking opportunities with other fellows and mentors.

The office provides a welcoming environment to people of diverse backgrounds through the friendly and engaging personalities of our staff. Historically, the staff has had members of color, different ethnic backgrounds, or spouses of different ethnicities. Interest in cross-cultural experiences runs high, as do curiosity about different cultures. Because of the varied ethnicities living in Plano and the City's active outreach programs, staff members are highly accustomed to working with community members from diverse backgrounds. The SEED staff consists of 10 staff members including one employee who has lived all over the world and is fluent in 5 languages. SEED has placed a high priority on building a strong team as evidenced by our scheduled quarterly team-building activities, assignment of birthday buddies and working together on annual special events.

Providing a welcoming environment for the SCEF includes onboarding activities that include tours of SEED division and department facilities including the Plano Community Garden, Environmental Education Center, Recycling and composting operations, Household Chemical Reuse Center, Public Works operations, and other department and City program tours. During onboarding, we walk the new employee around for introductions and have them accompany us to both internal and external meetings relevant to their position and duties. We are committed to providing a desk and workspace, computer, phone, Outlook email and access to necessary software programs needed for the job. The SCEF will be included as a team member of SEED and the Environmental Health & Sustainability department, including participation in all staff meetings and any scheduled all-division or all-department activities.

Guidance on housing opportunities can be provided for the fellow, if needed.

## USDN Fellowship with the City of Toronto (ON)

### *TransformTO: Climate Action for a Healthy, Equitable, Prosperous Toronto Fellowship*

#### **Background**

TransformTO is a project to develop the City of Toronto's long-term climate action plan to reduce community emissions by 80% from 1990 levels by the year 2050, while improving public health, economic prosperity, and social equity. TransformTO is a project that combines three streams of activity:

- 1) Robust technical modelling of the relative potential of transformative GHG emission reduction strategies
- 2) Multi-criteria analysis of the health, economic, and social equity impacts of GHG emissions reduction strategies
- 3) Extensive community engagement to identify transformative pathways forwards that meet the needs of all Torontonians.

All City of Toronto staff reports to City Council include an equity impact statement as the City centres all work on issues of equity given the immense diversity of Toronto's communities, and over 50% of residents were born outside of Canada. Toronto provides translation services and routinely conducts outreach through ethnic press channels in addition to English-language media.

The Fellow will act as an important resource person within the project for the equity elements of TransformTO. At the moment equity is one of three lens that GHG emission reduction strategies will be evaluated through. Based on our review of existing research and past municipal climate action planning exercises, TransformTO knows that equity indicators are some of the most difficult to assess, and the Fellow would be one of the additional resources including partnerships with local environmental justice organizations we plan to direct towards addressing this challenge. Similarly, TransformTO knows that the lack of diversity in sustainability planning and public engagement is well documented and we are committed to reaching beyond the "usual suspects" of environmental action and the work of the Fellow would support the implementation of diversity engagement best-practices in public consultations and community outreach events.

More information is available at:

- Environment & Energy Division website: <http://toronto.ca/environment>
- TransformTO: Climate Action for a Healthy, Equitable, Prosperous Toronto: <https://toronto.ca/transformto>

#### **Scope of Work**

The TransformTO Fellowship will support the development of the equity component of the overall Climate Action Strategy. The Fellowship will broadly include two elements:

- Identify appropriate equity indicators that should be evaluated in the multi-criteria analysis of possible greenhouse gas emission reduction strategies
- Identifying and implementing engagement and outreach best practises for equity seeking groups and Toronto's diverse communities

#### *Month 1*

The Fellow would complete two literature scans:

- Report on indicators of equity outcomes appropriate for Toronto
- Report on engagement best practices to reach diverse communities

The Fellow would meet with and interview local experts on equity indicators, outreach methods for diverse communities, and engagement indicators for diverse communities. TransformTO partner organizations Toronto Climate Action Network and the Toronto Environmental Alliance are organizing an event for June/July 2016 focused on the engagement of diverse communities which the Fellow would be involved with.

#### *Month 2*

- Present findings to TransformTO Project Steering Team
- Work with the TransformTO Modelling Advisory Group to inform the technical modelling process and multi-criteria analysis of the possible
- Implement best practices for outreach for TransformTO community and stakeholder events in terms of public meeting promotion.

#### *Month 3*

- Create a tool kit to be used by other Divisional outreach efforts connected to programs for Transportation Demand Management to improve our ability to reach equity seeking communities
- Work with local experts to provide input into the Climate Action Strategy development process from an equity perspective.
- Present findings to Environment & Energy Senior Management team.

The Fellow would also have the opportunity be involved in other projects as appropriate including bringing an equity angle to the promotions for the annual USDN conference that will be hosted in Toronto in the Fall of 2016.

This fellowship is a 35 hour per week position.

### **Desired Skills and Qualifications**

An ideal applicant would have experience in engagement and outreach activities with diverse equity seeking groups either in the environmental sector or other social service sectors and/or experience with metrics and indicators for measuring equity outcomes. TransformTO seeks to reach as broad a cross-section of Torontonians as possible so cultural competencies connected with inclusive language and engaging marginalized groups from a collaborative and empowering perspective would be highly valuable.

## **Anticipated Outcomes for Fellow**

The Fellow will gain exposure to sustainability and environmental programs and policy-making in North America's fourth largest city. He or she will have the opportunity to present to the Executive Environment Team a group of senior management across the corporation, attend the TransformTO Modelling Advisory Group that involves local leaders and city-builders. The City is an active member of C40, USDN, and the Clean Air Council, and will encourage the Fellow to participate in the various webinars and professional development opportunities offered by these associations. The Environment & Energy Division will also seek to access opportunities including attendance at professional development opportunities associated with CivicAction's Emerging Leaders Network (<http://www.elnonline.ca/>) for the Fellow.

This fellow will receive a stipend of \$22.23 CAD an hour.

The Fellow will work in office space alongside the TransformTO team. Our office regularly hosts summer students and interns and so the Fellow will likely have a group of other "new faces" to interact with. The team is also an active participant in the CareerEdge program that places foreign trained professionals in Canadian organizations to broaden their experience.

If the Fellow is interested they will be connected within the first two weeks of their Fellowship to a senior policy maker/manager at the City from an equity seeking group to share their lived experience of navigating the public service environment.

Guidance on housing opportunities can be provided for the fellow, if needed.

## USDN Fellowship with Johnson County (KS)

### *USDN Building Diversity Fellowship: Examining Health Equity and the Health Impacts of Climate Change*

#### **Background**

Johnson County, Kansas is located in the southwestern quadrant of the Kansas City Metropolitan Region with a current population of more than 570,000. Despite the fact that Johnson County ranks as the healthiest in Kansas, there is a growing number of people in our county living in poverty, a rapidly growing minority population, the second highest income disparity in the region, a significant number of people with disabilities (especially hearing impairment), and more than a decade difference in life expectancy based on race and ethnicity. These trends illustrate the need to seriously examine the health inequities that exist in our community and ensure that we are providing services that truly protect the health of all.

In response to these trends, the Johnson County Department of Health and Environment (JCDHE) formed a Health Equity Council (HEC) in fall 2015. The HEC is tasked to work diligently toward the elimination of health disparities in minority, economically disadvantaged and disability populations within Johnson County. Examining health equity through the lens of sustainability led us to also think about how environmental changes like climate change (extreme heat, drought, and flooding) could impact our residents already experiencing health disparities and inequity. The work plan below reflects goals of the HEC and the Sustainability Program.

More information is available at:

- [Johnson County Department of Health and Environment](#)
- [Johnson County Community Health Needs Assessment Survey Analysis 2015 \(Power Point presentation\)](#)
- [Climate in the Heartland Report](#)
- [What is Health Equity?](#)

#### **Scope of Work**

This fellowship would provide support to advance three goals related to the work of the HEC, outlined in the work plan below.

*Goal 1:* Coordinate with community partners whose work is focused on eliminating health disparities and engage new community partners in the work of health equity.

Strategy 1.1 Identify local organizations working on health disparities.

1.2 Cross reference above organizations with existing JCDHE partners and document existing scope of partnerships.

- 1.3 Meet with at least three organizations to share health disparities data and better understand their presence in Johnson County and their organizational needs.

*Deliverable 1:* Identify and invite at least three outside speakers to present to HEC and/or JCDHE. Identify at least two new venues/ approaches to sharing information about JCDHE services with the target population.

*Goal 2:* Assess the effectiveness of JCDHE programs in serving minority and economically disadvantaged clients and assure that departmental resources are used in a way that best facilitates the reduction and ultimate elimination of health disparities.

Strategy 2.1 Select up to three JCDHE programs to assess.

2.2 Compile and analyze demographic data of clients utilizing the selected programs.

2.3 Research and determine an effective approach to assess the cultural and linguistic appropriateness of each program.

2.4 Conduct the assessment, including input from staff and other stakeholders (e.g clients, organizational partners).

*Deliverable 2:* Develop and share recommendations for program improvements with HEC and associated programs.

*Goal 3:* Examine the health impacts of climate change on minority and economically disadvantaged community members and explore opportunities to integrate climate considerations into community plans.

Strategy 3.1 Become familiar with projected climate impacts for Johnson County.

3.2 Work closely with Johnson County Sustainability Program Manager on regional climate resilience efforts (in conjunction with Kansas City, Missouri's, Chief Environmental Officer; regional planning agency and local environmental non-profit).

3.3 Attend and participate in climate resilience discussions and events (regional and national level by phone).

3.4 Research how projected climate impacts may impact public health of the County and more specifically, minority and economically disadvantaged community members.

*Deliverable 3:* Identify at least three ongoing and upcoming community planning processes where climate resilience could be integrated.

The Johnson County Sustainability Program Manager will supervise the work of the fellow including tracking hours and deliverables. The fellow will meet with our epidemiologist to get an overview of Johnson County's population and meet with the Johnson County Health Equity Council on a monthly basis. The Deputy Director of the Department of Health and Environment will also meet with the fellow on a monthly basis to provide professional guidance, organizational perspective, and support.

This fellowship is a 40 hour per week position.

### **Desired Skills and Qualifications**

The ideal applicant would:

- be an undergraduate or graduate student studying public health, environmental science, sociology, social work, sustainability, behavioral sciences, or other related field with a focus on social/environmental justice issues;
- have experience living among or working with minority, disability and/or economically disadvantaged populations;
- be familiar with definitions and examples of health disparities and inequity;
- have a basic understanding of structural racism and other social constructs contributing to health inequity;
- have the ability to identify and/or empathize with populations associated with health inequities;
- possess strong verbal communication skills, especially the ability to meet one on one with new people;
- be adaptable and able to think creatively; and
- have strong organizational and time-management skills.

### **Anticipated Outcomes for Fellow**

It is expected that the fellow matched with this opportunity will gain:

- hands-on experience in developing innovative solutions to the challenges that many local governments face;
- research experience, including quantitative and qualitative analysis;
- exposure to several career fields and sectors (e.g. public health, environment, sustainability, government, nonprofit), and a greater understanding of how they are connected;
- an attentive mentor; and
- a broad network of professionals in various fields.

This fellow will receive a stipend of \$15 an hour.

Johnson County is committed to providing access to professional development and work force development opportunities. This includes but is not limited to:

- Involvement with federal initiatives such as the [White House Climate Action Champions](#)
- Participation in monthly calls with the USDN Heartland Network
- Possibly attend the face to face meeting of the Heartland Network in June, which will provide an opportunity to connect with about 20 other USDN members, participate in various peer to peer information sharing sessions, and see first-hand multiple sustainability initiatives in Lincoln, NE.
- Participation in health equity, sustainability, and climate resilience webinars

- Participation and other training and workshop opportunities during the term of the fellowship.

The work of the Health Equity Council is a priority to JCDHE, so this opportunity to advance health equity will be welcomed at the highest level. In addition to the standard new employee orientation, the fellow will be officially welcomed by the department director and introduced to staff. The department has a social committee that sponsors social events at least once a quarter, and all staff and interns are invited. A workspace (including computer and other supplies) will be provided in close proximity to the Sustainability Program Manager, who will manage the fellow and serve as a mentor. As he or she becomes more familiar with the organization and region, there may be other mentors that emerge.

The mentor's commitments will include:

- offering wisdom, knowledge, experience, constructive criticism, connections and resources;
- encouraging the fellow to pursue opportunities that reflect their skills, potential and goals;
- inviting the fellow to meetings with decision-makers and elected officials; and
- providing networking opportunities.

Guidance on housing opportunities can be provided for the fellow, if needed.



# GLOBAL PHILANTHROPY PARTNERSHIP

---

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



## **USDN Building Diversity Fellowship Program Application**

Name: \_\_\_\_\_ Phone #: \_\_\_\_\_

Home Address: \_\_\_\_\_

Email Address: \_\_\_\_\_

Name of most recent College or University: \_\_\_\_\_

Major: \_\_\_\_\_ Minor: \_\_\_\_\_

Degree and Expected/Actual Graduation Date: \_\_\_\_\_

Referred by \_\_\_\_\_ Email Address: \_\_\_\_\_

Are you the first in your family to have attended college? Yes \_\_\_ No \_\_\_ Prefer Not to Answer \_\_\_

Have you experienced socioeconomic disadvantage? Yes \_\_\_ No \_\_\_ Prefer Not to Answer \_\_\_

Do you commit to working for the full length of the fellowship? Yes \_\_\_ No \_\_\_

Do you commit to actively participating in networking and mentorship activities with program fellows and other local government sustainability staff? Yes \_\_\_ No \_\_\_

What position(s) are you interested in applying for? *(Please note that the applicant, if selected, must arrange housing and be available to work full time in the chosen location.)*

- |   |   |   |
|---|---|---|
| <input type="checkbox"/> City of Boston (MA)    | <input type="checkbox"/> City of Oakland (CA) | <input type="checkbox"/> City of Toronto (ON) |
| <input type="checkbox"/> City of Cleveland (OH) | <input type="checkbox"/> City of Plano (TX)   | <input type="checkbox"/> Johnson County (KS)  |
| <input type="checkbox"/> City of Eugene (OR)    |   |   |

*I understand that completion and submission of this application and related materials are necessary prior to consideration for placement in the fellowship program.*

---

Applicant Signature

---

Date