



Department Source: City Sustainability

To: City Council

From: City Manager & Staff

Council Meeting Date: April 6, 2020

Re: Partnering with the Urban Sustainability Directors Network to host an Equity Fellow

Executive Summary

The City of Columbia has been selected by the Urban Sustainability Directors Network (USDN) to host an Equity Diversity Inclusion (EDI) Fellow for summer 2020. The EDI Fellows program addresses an existing disparity in representation of people of color in sustainability fields and the USDN member network. The Office of Sustainability will host the EDI Fellow with the goal to build greater diversity among the internal and external stakeholders working on climate action and adaptation by building relationships with our underserved and under-represented communities. The EDI Fellow will explore the impacts of climate change on frontline communities, locally and nationally and work with City staff to design a community leadership program designed to bring climate action and resilience training to the neighborhood-to-neighbor level. The Fellow will be a temporary, full-time employee of USDN and will be paid by USDN through USDN's payroll system. The City will contribute \$2,700 towards these costs.

Discussion

The City of Columbia has been selected by the Urban Sustainability Directors Network (USDN) to host an Equity Diversity Inclusion (EDI) Fellow for summer 2020. The EDI Fellows program addresses an existing disparity in representation of people of color in sustainability fields and the USDN member network. This summer fellowship program advances equity, diversity, and inclusion by supporting the network members to work toward the following goals:

- Prioritizing diversity, develop a pipeline of talented, high skilled professionals to serve in local government sustainability programs;
- Assist USDN members to dismantle the cultural and systemic barriers to inclusion for people of color in sustainability positions while completing important sustainability projects that are responsive to diverse community needs;
- Use what is learned through USDN member and fellow experiences to increase diversity in recruitment, hiring, and retention across the network.

The Climate Equity Fellow is a temporary employee of USDN and serve as a member of the Office of Sustainability staff. The Office of Sustainability's mission is to work with all City departments and the community to optimize resource use efficiency and improve economic, environmental and social wellbeing. This is accomplished through planning, monitoring, educating, and communicating internally and externally. The fellow will be supporting the Office of Sustainability staff, reporting to the Sustainability Manager, as designer of a community leadership program. Representatives from Columbia / Boone County Public Health and Human Services Department, the Inclusive Impact Institute and the Climate & Environment Commission will serve as advisors on the project's development and as mentors throughout the summer.



Fiscal Impact

Short-Term Impact: \$2,700

Long-Term Impact: n/a

Strategic & Comprehensive Plan Impacts

[Strategic Plan Impacts:](#)

Primary Impact: Social Equity, Secondary Impact: Operational Excellence, Tertiary Impact: Tertiary

[Comprehensive Plan Impacts:](#)

Primary Impact: Livable & Sustainable Communities, Secondary Impact: Environmental Management, Tertiary Impact: Tertiary

Legislative History

Date	Action
06/17/2019	Policy Resolution 89-19 Adopting the Climate Action & Adaptation Plan

Suggested Council Action

Authorize the City of Columbia to enter into an agreement with the Urban Sustainability Director's Network to host an EDI Fellow for summer 2020.