



HAZEL M. JOHNSON FELLOWSHIP- PARTNER ORGANIZATION

Mission: Black Girl Environmentalist (BGE) is a national organization dedicated to addressing the pathway AND retention issue in the climate movement for Black girls, women and gender-expansive people.

OUR PROGRAMS ADDRESS THREE MAIN GOALS:

1. Changing the narrative
2. Community Empowerment
3. **Green Workforce Development**

ORGANIZATION BACKGROUND

In 2021, environmental justice activist [Wawa Gatheru](#) founded [Black Girl Environmentalist](#) to address the recruitment and retention problem of Black girls, women, and non-binary people in the environmental justice space. Our programs address three main goals: 1) Changing the Narrative; 2) Community Empowerment; and 3) Green Workforce Development. Today BGE is a national organization that is run by Black women and non-binary persons for Black women and non-binary persons. To date we have worked with 30+ corporate and non-profit partners and hosted 50+ events across our 10 HUB cities. Our work has also been recognized in Vogue, the New York Times, NPR, Forbes, Essence, Teen Vogue, and Axios. We currently have 5 paid staff members and 12 paid HUB coordinators.

WHY BLACK WOMEN ARE NEEDED IN THE CLIMATE SECTOR

While many early career Black women and gender expansive people are interested in pursuing green career paths, concerns around obtaining well paying jobs, the availability of diverse work environments, and the lack of green job visibility reinforces the gap between access and representation in our community. Data from the Integrated Postsecondary Education Data System shows that in 2021 [only 138 Bachelor degrees in Environmental Science](#) were awarded to Black women in the U.S.

In order for the climate sector to ensure the meaningful involvement of all people with respect to environmental decision-making, the green jobs sector must create and invest in workforce pathways that meaningfully engage with and onboard emerging climate talent of color.

HAZEL M. JOHNSON FELLOWSHIP OVERVIEW

In honor of the mother of the environmental justice movement, [Hazel M. Johnson](#), BGE will be debuting its fellowship program in summer of 2024. This will be a 10-week paid climate internship program for early career Black women and non-binary individuals. Our inaugural cohort will place 12-15 fellows at organizations within the U.S. working across a diverse set of disciplines including but not limited to: policy, clean energy, art, environmental justice, climate tech, and fashion.

FELLOW BENEFITS

- Development of skills necessary to be successful in the climate and environmental sector
- Compensation which includes payment for their work and a living wage
- Mentorship from an assigned professional within their assigned organization
- Minimum of 3 hours of professional development each week
- Cohort networking opportunities, including an end-of-summer in-person retreat
- Access to the entire BGE network and programs/events

PARTNER ORGANIZATION BENEFITS

- Adds professional development opportunities for interns
- Meaningful investment towards building a just transition that centers and nurtures emerging Black climate leaders.
- Access to emerging talent without having to invest in coaching, curriculum, professional development, and other benefits that larger companies often offer interns.
- Actively contributing to creating a diverse pipeline of talent for the climate sector

BLACK GIRL ENVIRONMENTALIST FELLOWSHIP EMPLOYER OVERVIEW

The Hazel M. Johnson Fellowship Program strives to create a diverse pipeline of talent for the climate and environmental sector. Climate employers will be matched with 1-2 fellows and all fellows will be paired with a Black women or gender expansive climate professional who will provide support and guidance during the 10 weeks. Fellows are early career (rising juniors, rising seniors, and recent graduates) Black women or gender-expansive persons who are aspiring climate and environmental professionals.

REQUIREMENTS FOR PARTNER ORGANIZATIONS

- Provide a clear job description and scope of work for fellow(s)
- Pair fellows with a designated staffer at the organization who can serve as mentor for the summer
- Support at least 3 hours per week of professional development and community building experience for fellows, which includes regular check-ins with mentors.
- Commit to working with the BGE team throughout the fellowship. May require a few check-in meetings.
- All organizations should be prepared to support their fellows by providing them with essential work supplies i.e. laptops and internet access.
- All organizations are also expected to fund the position and pay a program administration fee.

PROGRAM FEE STRUCTURE

Total cost = Intern compensation + program fee

Participating companies are expected to fund the position and a program administrative fee. In honor of the Mother of Environmental Justice Hazel M. Johnson, we will be providing 4 fully covered interns to Black-led environmental justice organizations.

Intern Compensation

- 3 hours of professional development per week is included in their compensation and as part of their 40 hour work week i.e.,
 - or 37 hours of work + 3 hours of professional development

Program fee

- Covers sourcing & screening (recruiting), management training and support, and intern support throughout the summer with a robust professional development curriculum, coaching, industry-specific workshops, and the end of summer, in-person retreat costs.
- This is paid directly to Black Girl Environmentalist via invoice and put back into the program as financial aid

Duration of summer program= 10 weeks

SLIDING SCALE PRICING

Type of Organization	Annual Operating Budget of...	Program fee per fellow	Min (\$/hr) per intern	10 week wage cost (40 hours per week)
Micro Nonprofit	Less than \$250K	\$250	\$18	\$7,200
Small Nonprofit	Between \$250K - \$1M	\$500	\$18	\$7,200
Large Nonprofit	Greater than \$1M	\$1,000	\$20	\$8,000
Government/University	N/A	\$500	\$18	\$7,200
Small For-Profit	Less than \$1M	\$1,250	\$20	\$8,000
Large For-Profit	Greater than \$1M	\$2,500	\$22	\$8,800

PROGRAM TIMELINE

Dates Description
December 15, 2023 Partner organization application opens - APPLY
February 5, 2024 Partner organization applications close
February 12, 2024 Partner organization decisions made
February 19, 2024 Fellowship application opens
March 22, 2024 Fellowship application closes
April 12, 2024 Partner organizations select fellows
June 10 - August 16, 2024 Fellowship program dates