Webinar Agenda

- Story of RAY
- RAY Fellows Benefits
- Program Structure
- RAY Host Organization Benefits
- RAY Supervisor Role + Benefits
- Program Fee Structure
- RAY Timeline + Opportunities to be involved
- Q&A
<table>
<thead>
<tr>
<th></th>
<th>Interns</th>
<th>Hired Staff in past 3 years</th>
<th>Leadership</th>
<th>Board Slots</th>
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<td>22.5% are people of color</td>
<td>12%</td>
<td>4.6%</td>
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<td>![Images]</td>
<td>12.8% are people of color</td>
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<td>12% are people of color</td>
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<td>4.6% are people of color</td>
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<td>Government Agencies</td>
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<td>22.5% are people of color</td>
<td>19%</td>
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<td>11.7% are people of color</td>
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<td>19% are people of color</td>
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<td>12.4%</td>
<td>13.3%</td>
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<td>12.4% are people of color</td>
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<td>![Images]</td>
<td>13.3% are people of color</td>
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Story of RAY: “Changing the Face” of Marine Conservation & Advocacy
Story of RAY: The Person

- Dr. Roger Arliner Young (1889 – November 9, 1964)
  - American Scientist of zoology, biology, and marine biology
  - First black woman to receive a doctorate degree in zoology
  - First black woman to conduct and publish research in her field
  - BS from Howard University / MS in Zoology from University of Chicago / PhD in Zoology from University of Pennsylvania
  - Recognized in a 2005 Congressional Resolution celebrating accomplishments of those “who have broken through many barriers to achieve greatness in science”
Story of RAY: Our Purpose

• The purpose of the RAY Clean Energy Diversity Fellowship Program is to:
  o Build career pathways into clean energy for recent college graduates of color
  o Equip Fellows with tools and support to grow and serve as clean energy leaders
  o Promote inclusivity and culture shifts at clean energy and advocacy organizations
Story of RAY: Developing the Clean Energy Fellowship

ACEEE
American Council for an Energy-Efficient Economy

ELP
Environmental Leadership Program
Story of RAY: Our Fellow Community

Cohort 1
(2016-2017)

Cohort 2
(2017-2018)

Cohort 3
(2018-2019)

Cohort 4
(2019-2020)
Benefits for Fellows

- First-time career opportunity for recent college graduates of color
- 1 year with a 1 year extension placement with a Member Organization
- Fully paid (minimum of $40,000) with benefits
- $1,000/year professional development fund + up to $3,000 for relocation support
- Mentorship, network of peers, leadership & professional development
ACEEE RAY Fellow: Roxana Ayala

• UC Irvine ‘19 BA Environmental Science & Urban Studies

Projects:
• Local Clean Energy Workforce Development
• Research related to local clean energy policy
• Equity Working Group
• Assists with ACEEE reports and blogs on major findings
Program Structure

- Work at host institutions
- Online professional development
- Stipend for conferences and trainings
- 1:1 check ins with Program Coordinator
- Mentorship
- Personal Leadership Plan
- Year-end webinar
- Two 3-day Retreats
Benefits for Hosts

- Enhanced staff capacity
- Insight into perspectives and concerns of employees of color
- Support working with RAY Fellows
- Support in fostering inclusive working environments
- DEI Workshops and coaching
- Strengthen and diversify their networks
- Strengthen the conservation talent pool, workforce, and leadership
Supervisor Role and Benefits

“We have welcomed several really talented, ambitious young staff members who we might not have hired otherwise because they weren't fully ‘job market ready’ in some way or another.”

“The fellows are extremely engaged and have been a tremendous asset.”

- Identify meaningful projects
- Provide support for Fellow
- 1 on 1 DEI coaching and support
- Experience supporting DEI initiatives and creating inclusive work spaces
- Learn from the Fellows
- Support and guide a young person in the field
Program Structure: Fee Breakdown

‘20-’21 Program Costs

<table>
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<th>ESTIMATED RAY MEMBERSHIP COSTS Based on Level 1 Membership</th>
<th>Cost</th>
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<tr>
<td>Minimum fellowship stipend</td>
<td>$40,000</td>
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<tr>
<td>Fringe benefits (estimated 30%)</td>
<td>$12,000</td>
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<tr>
<td>Member participation fee (based on level 1)</td>
<td>$5,500</td>
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<tr>
<td>Relocation stipend</td>
<td>$3,000</td>
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<tr>
<td>Professional Development</td>
<td>$1,000</td>
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<tr>
<td>Travel and lodging for fellowship retreats</td>
<td>$1,000</td>
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<tr>
<td>Approximate Total</td>
<td>$62,500</td>
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RAY Membership Fee Schedule

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<tr>
<th>Membership Level</th>
<th># of Fellows</th>
<th>July 2020</th>
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<tr>
<td>Supporting Member</td>
<td>0</td>
<td>$2,750</td>
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<tr>
<td>Level 1</td>
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<td>$5,500</td>
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<td>Level 2</td>
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<td>Level 3</td>
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2019 RAY Fellowship Positions

- American Council for an Energy-Efficient Economy (ACEEE) – Local Policy Program
- Natural Resources Defense Council (NRDC) – Oceans Program
- Ocean Conservancy – Climate Program
- Ocean Conservancy – Trash Free Seas® (TFS) Team
- Ocean Conservancy – Communications Team
- Point Blue Ocean Conservancy – Students and Teachers Restoring A Watershed (STRAW) Program
Application Process

ELP organizes:

- Recruitment—Post job descriptions + Outreach
- Screening + Selection
  - Interview teams with RAY Senior Fellows, supervisors, RAY staff

Application Includes:

- Application Survey
- Letter of Support
- Curriculum Vitae (CV) or Resume
- Essay + Short Answer
RAY Timeline

- **November–December 2019**: RAY Position Descriptions Finalized
- **January 2020**: Applications Open
- **January–April 2020**: Fellowship Positions Posted on a Rolling Basis
- **April 2020**: Applications Due
- **April–May 2020**: Application Review & Interviews with Finalists
- **End of May 2020**: Selected Finalists Notified
- **July–August 2020**: First Day of Fellowship
Questions?

Contact Info

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