Who am I?

Charlie Espedido, he / him
Program Manager, RAY Clean Energy Diversity Fellowship
Environmental Leadership Program
Lands of Three Fires Council -- Ojibwe, Odawa,
Potawatomi Nations and many more (Chicago, IL)
The Case for Diversity in the Environmental Sector
Story of RAY: Our Purpose

• The purpose of the RAY Diversity Fellowship Program is to:
  o Build career pathways into conservation & clean energy sectors for recent college graduates of color
  o Equip Fellows with tools and support to grow and serve as leaders in the environmental field
  o Promote inclusivity and culture shifts at environmental organizations
The Necessity of Relationships in the Environmental Sector
Story of Your Name

1. What is your full name?

2. What pronouns do you use?

3. Share any background history to your name that you like. Does your name have a meaning? Were you named for someone special? Do you have other names? How did you get them?

4. Do you have any nicknames? Who called or calls you by these names? Do you like your nicknames? How did you get them?

5. Do people change you name? Does it get shortened? How do you feel about this?

6. Do you like your name? If not, what name would you like to be called?

7. What name would you like to be called during our time together?

Adapted by Viviana Aguilar & Jeff Birdsall from G. Woo, 1998
Story of RAY: The Person

• Dr. Roger Arliner Young (1889 – November 9, 1964)
  o American Scientist of zoology, biology, and marine biology
  o First Black woman to receive a doctorate degree in zoology
  o First Black woman to conduct and publish research in her field
  o BS from Howard University / MS in Zoology from University of Chicago / PhD in Zoology from University of Pennsylvania
  o Recognized in a 2005 Congressional Resolution celebrating accomplishments of those “who have broken through many barriers to achieve greatness in science”
  o Learn more about Dr. Young: https://oceanconservancy.org/blog/2017/11/29/little-known-life-first-african-american-female-zoologist/
<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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<tbody>
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<td><strong>NGOs</strong></td>
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<tr>
<td>22.5% are people of color</td>
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<td>12.8% are people of color</td>
<td>12%</td>
<td>4.6%</td>
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<td><strong>Government Agencies</strong></td>
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<td>22.5% are people of color</td>
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<td>11.7% are people of color</td>
<td>19%</td>
<td>6.9%</td>
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<td><strong>Foundations</strong></td>
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<td>36.4% are people of color</td>
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<td>17.1% are people of color</td>
<td>12.4%</td>
<td>13.3%</td>
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Story of RAY: “Changing the Face” of Marine Conservation & Advocacy

Ocean Conservancy

elp
Environmental Leadership Program
Story of RAY: Growing Beyond Marine
Growing Beyond Marine
2021 Fellowship Hosting Organizations
Story of RAY: Our Fellow Community

Cohort 2
(2017-2018)

Cohort 4
(2019-2020)
Benefits for Fellows

- First-time career opportunity for recent college graduates of color
- Two-year placement with a Member Organization
- Fully paid (minimum of $40,000) with benefits
- $1,000/year professional development fund + relocation support
- Mentorship, network of peers, leadership & professional development
Mainstream Environmentalism vs. Environmental Justice

Ocean Conservancy
Point Blue Conservation Science
IMT Institute for Market Transformation
MEEA Midwest Energy Efficiency Alliance
ACEEE American Council for an Energy-Efficient Economy
NRDC

Environmental Justice is our call to action against the onslaught of oppressive toxins and toxic oppressions that threaten to submerge our homes.

#ReclaimPower Hold Your Country Accountable
Contact Info

Charlie Espedido (he / him)
Program Manager, RAY Clean Energy Diversity Fellowship
Environmental Leadership Program
charlie@elpnet.org