



Roger Arliner Young (RAY) &  
2021 Midwest Energy Solutions

Charlie Espedido (he/him)  
2021 Lecture | 2/18/2021

# 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:**
  - Build career pathways into conservation & clean energy sectors for recent college graduates of color
  - Equip Fellows with tools and support to grow and serve as leaders in the environmental field
  - 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 your 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?



# 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”
  - Learn more about Dr. Young:  
<https://oceanconservancy.org/blog/2017/11/29/little-known-life-first-african-american-female-zoologist/>



## Interns

## Hired Staff in past 3 years

## Leadership

## Board Slots

NGOs



22.5% are people of color



12.8% are people of color



12% are people of color



4.6% are people of color

Government  
Agencies



22.5% are people of color



11.7% are people of color



19% are people of color



6.9% are people of color

Foundations



36.4% are people of color



17.1% are people of color



12.4% are people of color



13.3% are people of color



# Story of RAY: “Changing the Face” of Marine Conservation & Advocacy



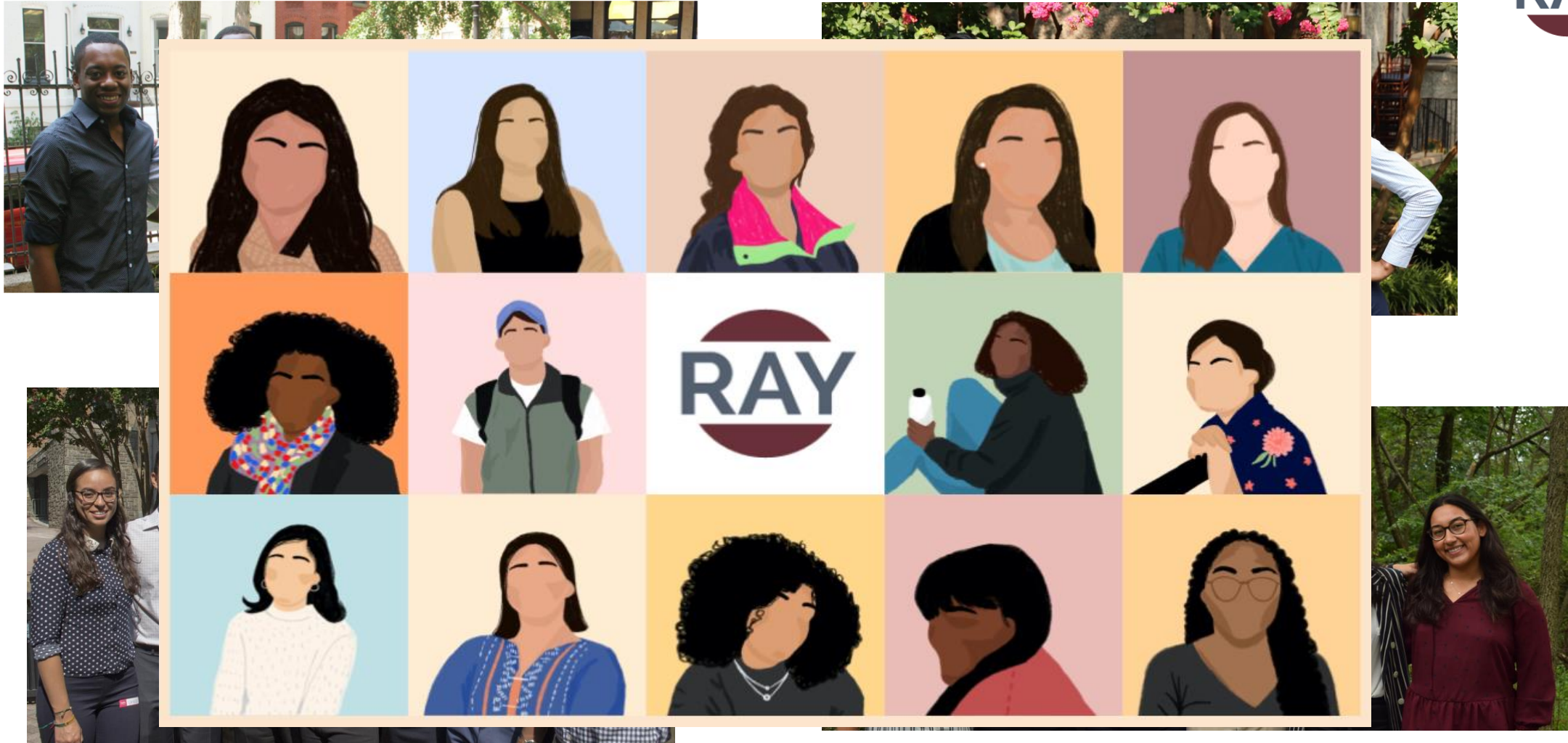
# Story of RAY: Growing Beyond Marine



# Growing Beyond Marine 2021 Fellowship Hosting Organizations



# Story of RAY: Our Fellow Community



**Cohort 2**  
(2017-2018)

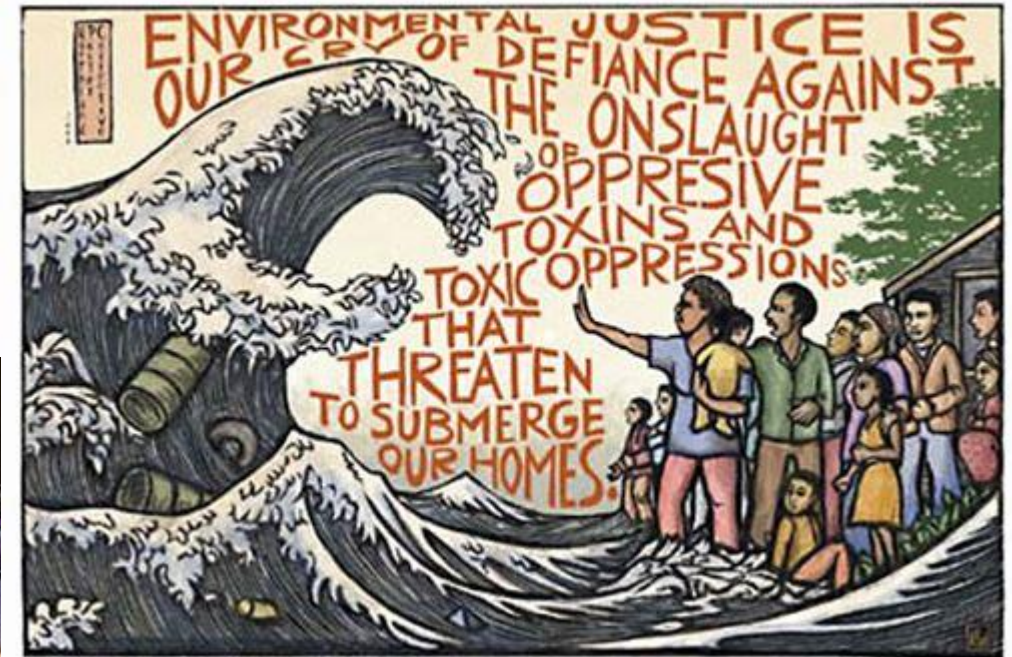
**Cohort 4**  
(2019-2020)

# 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





***Now what?***

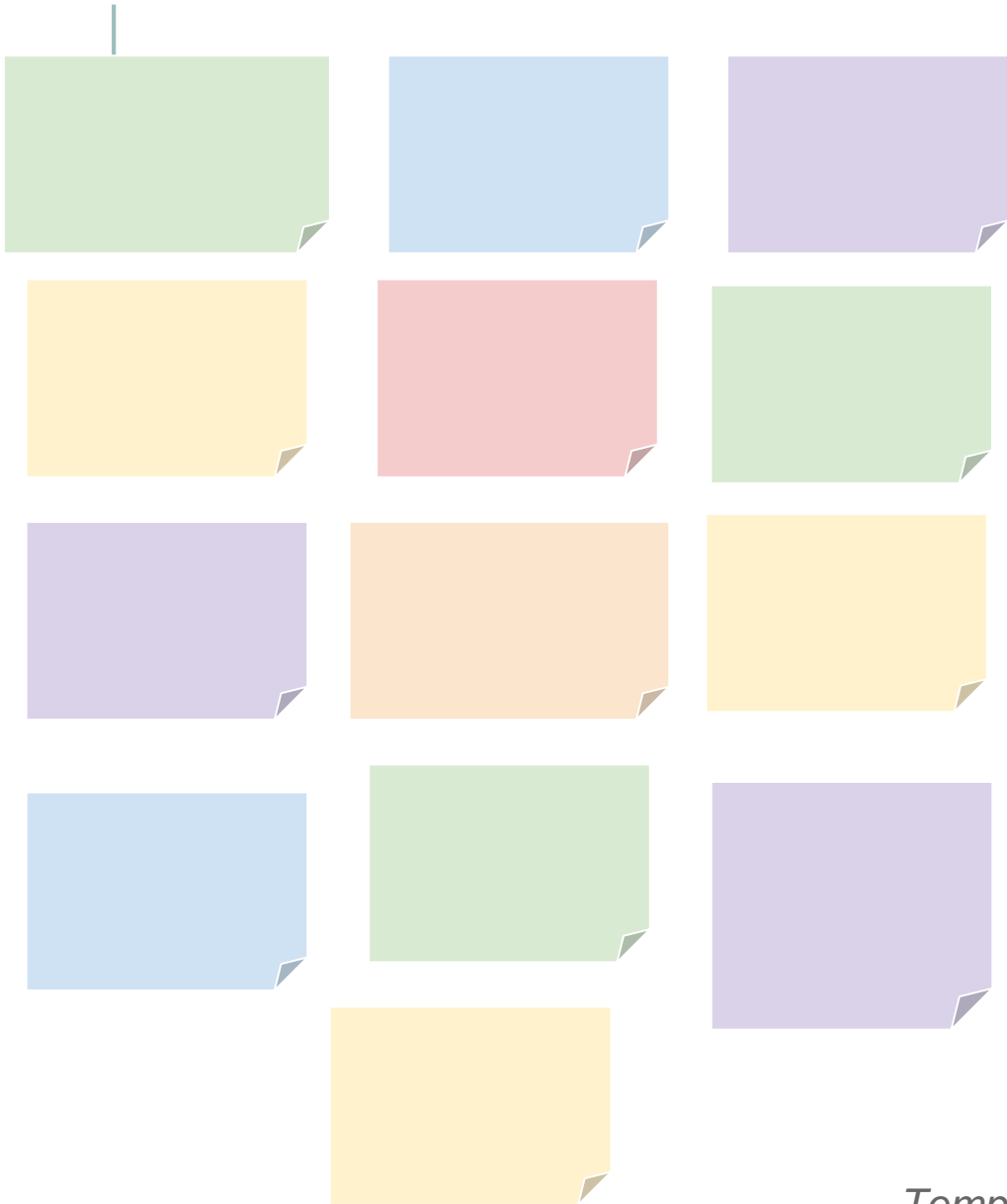
# Q&A



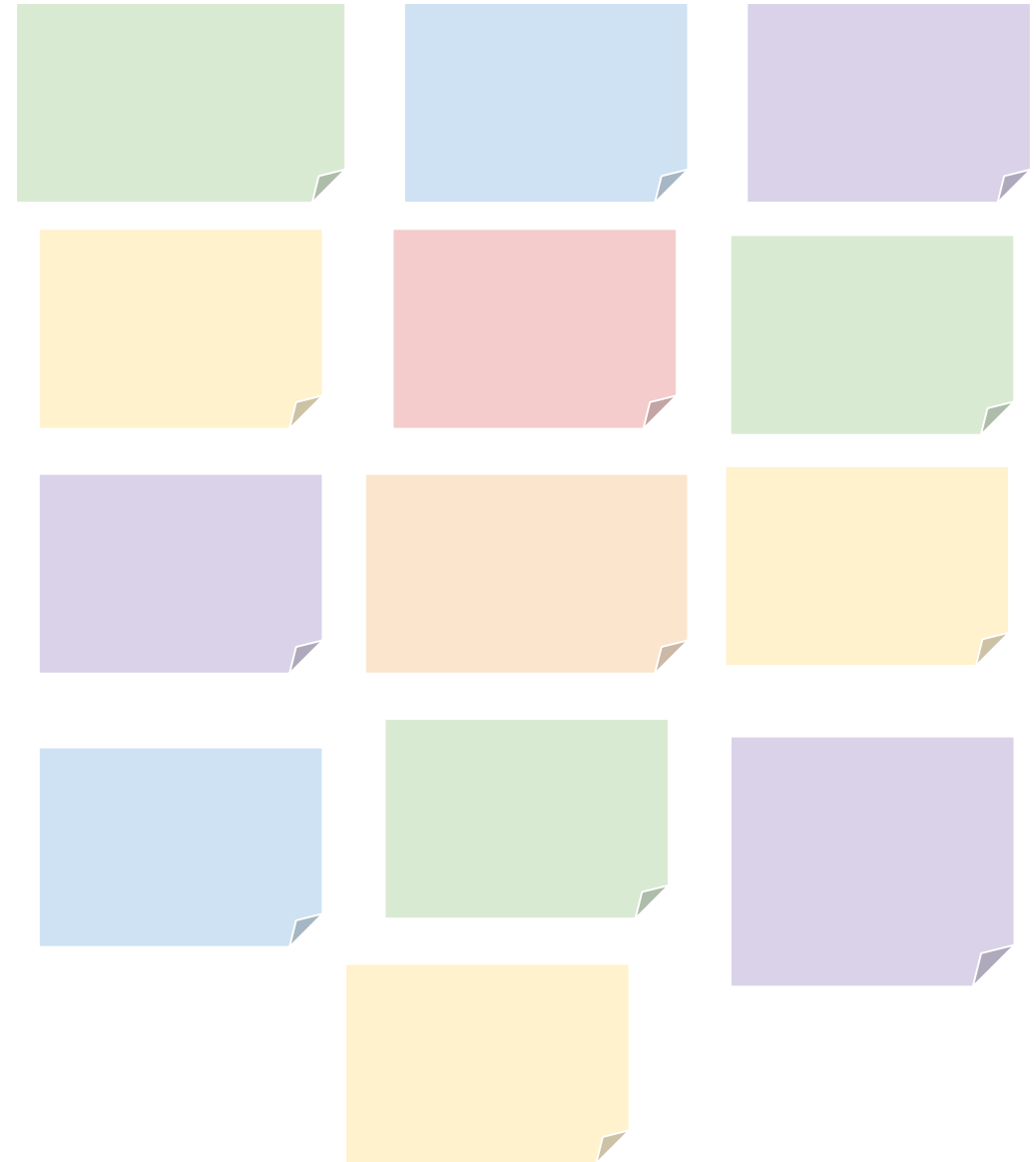
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## Ideas, lessons learned and inspirations



## Puzzles and Questions



# Contact Info



**Charlie Espedido (he / him)**

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