



JOIN THE RAY CONSERVATION DIVERSITY FELLOWSHIP

A growing community of
emerging conservation
leaders of color.

APPLICATIONS FOR THE
'19-'20 FELLOWSHIP CYCLE
OPEN IN JANUARY 2019

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THE CASE FOR RAY

Within the environmental conservational field, it is increasingly difficult for emerging professionals to enter the workforce with a job that matches their knowledge and skill sets, reflects their values, prioritizes professional development and mentorship, and ensures benefits and a livable wage. This is an even greater challenge for professionals of color (visit www.diversegreen.org for more).

The Roger Arliner Young (RAY) Conservation Diversity Fellowship emerged from and prioritizes three central questions: 1) who is being informed of, recruited for, and prepared for jobs in conservation; 2) how are these jobs being made accessible to those underrepresented in the field; and 3) what are organizations doing to nurture inclusive and supportive workspaces?

WHAT WE DO

The RAY Conservation Diversity Fellowship Program aims to:

- Build career pathways into conservation for recent college graduates of color
- Equip Fellows with tools, guidance, and community to grow and serve as leaders
- Nurture inclusivity and transformative culture shifts at conservation organizations

We do this by working with institutions to provide year-long paid fellowships that equip Fellows with tools, skills, support, and the opportunity to jumpstart their careers. Critical to our work is supporting staff at hosting institutions to help strengthen their individual and organizational capacities to realize principles of diversity, equity, and inclusion.

While the RAY Fellowship Program began exclusively focused on marine conservation, we are expanding our efforts to provide fellowship opportunities in conservation broadly.

www.rayconservationfellows.org

APPLY

ELIGIBILITY

- Come from a racial / ethnic background underrepresented in conservation
- Demonstrate a commitment to the values of diversity, equity, and inclusion
- Be less than 2 years out of college and have a Bachelor's Degree by July 2019 (we are not considering individuals with graduate degrees at this time)
- Have **not** had a full-time job in conservation
- Have the ability to work in the United States and commit to the entire fellowship

BENEFITS

- A year-long paid Fellowship with benefits
- A supportive peer cohort and community of emerging leaders of color
- \$1,000 in professional development funds
- Reimbursement of relocation costs
- Career planning and leadership development
- Mentorship and access to a national network of environmental professionals

QUOTES FROM FELLOWS

"I really appreciated having a **cohort of brown and black identities that look like me**, that have similar experiences, and that were **able to understand what I went through.**"

"They didn't just throw us out into NGOs. **They were there with us.**"

"Being a RAY Fellow is such an **amazing badge to flash**. I've reached out to **so many potential mentors**. That's a great aspect of it, the **amount of access it gives you in building out your network.**"

FELLOWSHIP POSITIONS WILL BE POSTED
ONLINE STARTING IN JANUARY 2019 WHEN
THE '19-'20 APPLICATION CYCLE OPENS

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