



## Hiring now for a Youth Climate Leadership VISTA

A partnership between the City of Flagstaff Sustainability Office, and the Center for Service and Volunteerism VISTA Project. Goal: To provide equitable access to underserved populations in Arizona in STEM Education, College and Career Access, and COVID-19 Recovery.

This VISTA position will be hosted by the City of Flagstaff Sustainability Office. The VISTA volunteer will serve a year-long term in this office, at 35 hours per week. The Youth Climate Leadership VISTA will work with the Flagstaff Sustainability Office, in partnership with Flagstaff Unified School District, to develop programs, resources, partnerships, curriculums, and recruitment strategies to alleviate poverty through a combination of STEM education, climate action, and youth empowerment. The VISTA will seek to improve access to opportunities, lessen the barriers to participation, and create leadership roles in STEM and youth climate programs for underserved students. The VISTA will build relationships, support STEM program development, and work on outreach and engagement strategies with educators, schools, local organizations that serve students in poverty, after-school programs, and community leaders.

### VISTA Objectives and Activities

Suggested Objective Topics, please choose at least three of the suggested objective topics and then add your site-specific member activities that will relate to that objective. The Outreach objective is now required and should include outreach to low income and/or underserved communities. We have provided examples below, feel free to edit them for your needs.

Please include a performance period for each objective. It should include what range of months you want the member to work on the objective (i.e. months 1-4). It should have a clear beginning and end for each objective.

#### Curriculum: STEM Activities and Leadership Opportunities

- Develop leadership opportunities, programs, and activities for students living in poverty in STEM and climate action. (Months 3-9)

- Work with FUSD schools to create new youth leadership positions that will empower students living in poverty to learn more and take climate action. These positions could include Sustainability Officers for existing Student Councils, and/or the creation of new Sustainability or Climate Action Councils.
  - Identify and reduce barriers for participation in these opportunities and programs by low-income students.
  - Ensure focused outreach directly to underrepresented students and students living in poverty for opportunities to participate and take on leadership roles.
  - Create resources and provide support to underrepresented or low-income students in these roles to empower, educate, and offer guidance.
- Ensure appropriate curriculum and outreach that will engage students in poverty and from underrepresented groups by developing partnerships with local schools, NAU's Sustainability and Teaching programs, local organizations that serve students in poverty, community leaders, and the Institute for Tribal and Environmental Professionals. (Months 3-9)
    - Develop strong working relationships with staff at local schools, NAU education programs, and other local organizations.
    - Identify curriculum and outreach strategies that will best engage students in poverty and those from underrepresented groups.
    - Incorporate these strategies into other activities and programming.
- Work with FUSD leadership, educators, and staff to integrate climate action curriculum and hands on projects into classrooms and afterschool programs.
    - Research STEM activities that inspire student leadership, encourage environmental justice conversations, and demonstrate the importance of equity in climate solutions.
    - Collaborate with the new FUSD/Flagstaff Sustainability Office (FSO) Climate Action Committee to develop climate action projects at schools that utilize science, math, engineering, and technology.
    - Support school administrators and student-led groups working on school-based climate action plans by developing resources, action plans, and educational materials.
    - Partner with organizations, institutions, and public agencies that can assist in offering real world, hands-on STEM learning opportunities to students of all backgrounds and income levels.
    - Design a student challenge to encourage STEM problem-solving or local climate action that priorities marginalized, underserved, or underrepresented communities.
    - Work with the City's Youth Climate Advisory Group for recommendations for climate action in schools and opportunities for collaboration and mentorship.
      - Performance Period: Months 1-12

### Volunteers:

- Create volunteer opportunities for parents, organizations, and community members to expand existing or develop new STEM curriculum, educational programs, or after and out-of-school time programs that work to bring STEM-based climate action into schools.
  - Design volunteer position descriptions, promotional materials, and begin recruiting for volunteers.
  - Partner and collaborate with existing STEM, educational, climate action or environmental programs to build volunteer capacity.
  - Facilitate opportunities for volunteers to share their knowledge with low-income and underrepresented youth and their families. This is likely to include working with organizations that serve youth and families in poverty.
    - Performance Period: Months 4-10

### Outreach:

- The VISTA will design outreach strategies and marketing materials specifically targeted to students who come from low-income communities to increase interest and participation in STEM-based climate education, and climate action activities, programs, leadership development, and career opportunities.
  - Research models, frameworks, and tools for reducing barriers for participation and creating inclusive environments in STEM-based climate action activities.
  - Develop an equitable outreach strategy to reach low-income students and involve them in climate leadership activities.
  - Collaborate with educators, schools, local organizations that serve students in poverty, after-school programs, and community leaders.
  - Create flyers, surveys, graphics, videos, and social media posts.
  - Ensure the positive outcomes and relevant benefits of STEM education for low-income students are effectively communicated in outreach and materials.
  - Develop ways to review, measure, and strengthen the effectiveness of communication about STEM programs to students of all backgrounds.
    - Performance Period: Months 1-12
- Demonstrate the opportunities and benefits of STEM education for jobs in climate action, sustainability, solar, wind, and more.
  - Create materials, workshops, or opportunities for underrepresented students to learn about the benefits and availability of STEM jobs, improve college or trade school aspirations, help students identify areas of interest in STEM jobs, increase the belief that college is an option, and provide resources for low-income youth for higher education opportunities.

- Collaborate with local college students, Sustainability Office staff, local and regional businesses, and community partners to show illustrate positive examples and the exciting opportunities of STEM jobs. Develop strategies to provide this information specifically to low-income and underrepresented youth.
  - Performance Period: Months 8-12

**Desired skills and experience:**

- Applicants must have a strong interest in working with the public, partner coordination, and youth engagement.
- Applicants should have a background in sustainability, education, environmental or climate science, and/or communications.
- Effective and professional written and oral communication skills are critical.
- Applicants must be able to take initiative, work independently on multiple projects in an office setting, and meet deadlines.
- Experience with education or outreach, and one year of experience in sustainability education and/or outreach practices.
- Applicants that have participated in an Associate Degree program, Bachelor's Degree program, or have experience related to education or youth engagement are strongly encouraged to apply. Other relevant experience or education will also be given strong consideration.
- This is an AmeriCorps VISTA position with standard work hours, although some evening and weekend work will be required.