

Roger Williams Park Zoo is seeking an experienced and thoughtful leader, who is committed to investing one's time to assist in the growth and development of youth, to join the facilitation team for the Environmental Justice Academy for the 2022-2023 and 2023-2024 school years. This individual will join a teacher from San Miguel School and an educator from Roger Williams Park Zoo to help guide students in developing confidence and skills in the areas of confronting environmental racism and working effectively to lead resourced allies as collaborative partners in this work

About Environmental Justice Academy

Roger Williams Park Zoo is currently launching a new program in partnership with San Miguel Academy called Environmental Justice Academy. This new program will explore the links between environmental justice, conservation and social justice and include difficult conversations about the colonialist history of wildlife conservation as well as exploring the different ways in which BIPOC communities have been disproportionately impacted by environmental degradation. It will provide a chance for the middle-school students at San Miguel to explore the close connections between environmental justice, conservation, and social justice. Participants will engage in activities and conversations around topics such as representation, exclusion, privilege, and racism in an environment that emphasizes growth, empathy, and understanding. In addition to gaining a deeper understanding about the relationship between issues of equity and justice and environmental health, students will build skills in advocacy, having difficult conversations, and ally-ship to communities different than their own.

About Roger Williams Park Zoo

Roger Williams Park Zoo (RWPZ) of Providence, Rhode Island, is one of the nation's oldest zoos, exhibiting over 100 animal species. Our culture is built on our core values -community, fun, innovation, diversity, integrity, sustainability, and excellence. We value our role in the community as a treasured place for families and a trusted resource for learning; we create a sense of community for our staff and contribute to the global conservation community. We provide a fun experience for our guests and believe that a fun environment is essential to create a great workplace. We are willing to take risks, to propose novel ideas and to think "out of the box". Bold dreams are welcome here. We act with respect toward all. We value diversity and are intolerant of bias. Integrity and honesty drive our business practices and our relationships with each other and our constituents. We are driven by our vision of greater sustainability in our environmental practices and in our business model. We believe that by establishing a sustainable financial base we can best achieve our goals. We are always striving for excellence. We work to exceed expectations in all areas.

About San Miguel School

San Miguel serves boys from all cultures and faiths in grades five through eight. The school is accredited through the New England Association of Schools and Colleges. Students experience a school culture that emphasizes citizenship, service, and personal responsibility in a caring learning environment where academics are rigorous, expectations are high, and individual talents are nurtured. Students grow into young men with a positive vision for the future that leads them to effect positive change in their lives and in their communities.

Responsibilities

- Participate in 2 team planning meetings prior to the start of the program
- Co-facilitate weekly meetings with the students on Tuesdays from 11:00am-11:45am (October- May)
- Weekly planning/debrief meetings with the facilitation team from October- May (time TBD)
- Participate in ongoing program evaluation (ex. participating in an interview)
- Facilitating programs and activities that meet the objectives of the program during weekly meetings including oversight of culminating projects
- Provide support, resources, tools, and leadership to empower students to take action and lead change in their communities.
- Encourage the development of the participants and provide active guidance to help them achieve their goals.
- Provide feedback that is honest, open and positive to participants and facilitation team.
- Build a brave space. Develop a supportive classroom environment which includes community building, creating a sense of belonging, and emotional safety.
- Hold oneself accountable and model vulnerability. This vulnerability might take the form of sharing personal perspectives, recognizing microaggressions, and naming injustices. Validate and facilitate discussions of feelings.
- Collaborate with community members and other stakeholders.

Experience

- Experience guiding students in activities and discussions around topics such as representation, exclusion, privilege, and racism in an environment that emphasizes growth, empathy, and understanding.
- Experience helping students build skills in advocacy, having difficult conversations, and ally-ship to communities different than their own.
- Experience helping students build skills to use their voices, abilities, and interests to act on social and environmental issues that matter to them and their communities.
- Experience guiding students to acquire and apply the knowledge, skills, and attitudes to develop healthy identities, manage emotions and achieve personal and collective goals,

feel, and show empathy for others, establish and maintain supportive relationships, and make responsible and caring decisions.

Skills

- Demonstrates a strong interest and/or experience in education, environmental education, and environmental conservation.
- Enthusiastic, open-minded, creative, flexible, adaptable, patient, self-motivated and able to work both independently and with a team.
- Able to function in a professional environment, demonstrating responsibility, creative problem solving and excellent interpersonal, written, and verbal communication skills.
- An appreciation for informal, lifelong learning in agreement with RWP Zoo's mission and commitment to education and conservation.

Timeline

- September 2022: program development and planning with the program team
- October 2022- May 2023: launch the first cohort of students
 - Will include weekly hour-long meetings with students
 - Will include weekly hour- long planning and debrief session with the facilitation team
- June 2023 – September 2023: will be used by the program team to review evaluation findings and to inform alterations in the second-year program design
- October 2023-May 2024: launch of second cohort
 - Will include weekly hour-long meetings with students
 - Will include weekly hour- long planning and debrief session with the facilitation team
 - June 2024 – Participate in final evaluation

Time Commitment

- Summer Months (June- September)- approximately 4 hours
- School Year (October- May)- approximately 2 hours per week

Compensation

- \$4,000 (\$2,000 per school year)

Please send a cover letter and resume to:

Andrea Stein

Manager of School Programs

Roger Williams Park Zoo

astein@rwpzoo.org

Attn: Environmental Justice Academy