



## Kansas City Climate Justice Workers

### Position Description

We are looking for two community organizers to support the development of a Climate Protection and Resiliency Plan for Kansas City through community engagement and empowerment. The Climate Justice Worker positions are temporary, paid positions through Brendle Group, funded and locally hosted by the Kansas City Office of Environmental Quality. We are committed to inclusive and just hiring practices, recognizing historic inequities in the sustainability and community planning professions.

We are looking for candidates who are connected to and knowledgeable about Kansas City neighborhoods and have the desire to support a resilient, equity-focused future for Kansas City. The positions will be supported by [Brendle Group](#), a Colorado-based sustainability planning and engineering firm and our Kansas City-based project partner [Sophic Solutions](#). Our project team will provide project guidance as well as professional development opportunities.

The positions are funded at \$16.50 per hour for an average of 10 hours per month beginning in June 2021 and funded through February 2022. The positions will include physical office space at City Hall as well as flexible, remote work options. BIPOC (Black, Indigenous, People of Color) community members-are encouraged to apply.

### Position Responsibilities

The Climate Justice Workers' role will be to support the development of positive and lasting relationships between Kansas City and historically underrepresented and underserved community members. More specifically the Climate Justice Workers will:

- Participate in project team meetings and other collaboration opportunities.
- Support outreach and engagement planning to ensure efforts are tailored to the audience, respecting the differences in culture, race, ethnicity, age, and other community characteristics.
- Conduct interviews with community members about the project.
- Document community conversations and bring community stories to the plan development process.
- Support tracking and analysis of community engagement outcomes to help inform potential climate action strategies and metrics, including data entry and coding.
- Prepare for and attend community workshops and events.
- Act as a community ambassador, using their knowledge and the results of these engagement efforts to provide communities' unique perspectives to the project team.

## **Desired Qualifications**

Successful candidates will be able to demonstrate a combination of the following skills, experiences, and abilities:

- Currently based in Kansas City metro area with a preference for Kansas City, MO residency.
- Experience working directly with diverse racial, ethnic, and socioeconomic backgrounds, or lived experience in an area facing disproportionate climate impacts/injustices.
- Understanding of how people engage differently due to cultural and socioeconomic differences.
- Passionate about climate justice and/or the following: the environment, public health outcomes, making a difference in communities, and finding collaborative solutions to achieving goals.
- Proactively identifies and takes initiative to communicate issues and solve problems.
- Ability to communicate by phone, email, online video platforms, or in person in one-to-one or group settings.
- Willingness and comfort in engaging with and traveling to various communities throughout Kansas City.

In addition, the following skillsets and experiences would be beneficial for this position:

- Spanish or other language skills (e.g., non-English languages, American Sign Language (ASL), etc.).
- Ability to present to and engage with diverse audiences.
- Ability to connect sustainability, environmental issues, and climate change to the lived experiences of people of color, people with disabilities, or households with low incomes.
- Knowledge of Microsoft Office.

## **Position Highlights**

- A living wage (\$16.50/hour).
- The experience of working in a local government sustainability program on a well-defined project that advances a community's sustainability and equity goals.
- The experience of working on a project that is inclusive of anti-racist practices and centering the thoughts of people who have been historically underserved and underrepresented. This work is committed to amplifying those voices.
- Mentorship and professional development opportunities through Brendle Group.
- A safe working environment that is responsive to COVID-19 risks, including remote working options and clear precautions at in-person activities, including social distancing and personal protective equipment.
- A lap top computer provided for the duration of the project, and the option for a physical desk space within City of Kansas City, MO City Hall.
- Reimbursable expenses to cover transportation and other project-related costs.

## Application Process

To apply, please send your resume, two references, and a compelling cover letter and/or video submission addressing our job requirements and how this position supports your personal goals and your vision for Kansas City to [hr@brendlegroup.com](mailto:hr@brendlegroup.com). Applicants will be required to fill out a City of Kansas City, Missouri background check at the time of interview.

- Application deadline is Wednesday, May 26, 2021
- Interviews will be conducted the week of May 31<sup>st</sup>, 2021 (*subject to change*)
- Estimated start date will be the week of June 14<sup>th</sup>, 2021 (*subject to change*)

## About the Project and Employer

### Kansas City Climate Protection and Resiliency Plan



CITY OF  
KANSAS CITY,  
MISSOURI

In May of 2020 City Council passed [Resolution No. 200005](#) directing the Office of Environmental Quality to update its Climate Protection Plan to include new greenhouse gas reduction goals, resiliency, and equity.

The result will be a Climate Protection and Resiliency Plan that builds upon the climate protection strategies from the original plan and includes a framework to help the City adapt to the climate impacts it is already facing. The goal is a carbon neutral, equity focused, and resilient Kansas City by 2040. Learn more about [Kansas City climate action](#).

### Brendle Group



Brendle Group is an engineering and planning firm committed to balancing the problems our clients need solved today with the collective needs of our communities in the future. Our goal is to collaborate on meaningful projects that have big impacts. Since our founding in 1996, our company purpose has been to create lasting impacts that inspire and sustain our communities and our world.

With more than 300 completed projects across 30 states, our portfolio includes innovative projects that address energy, climate, and water challenges for clients in the public and private sectors. We believe our team members bring a unique blend of technical expertise, innovation, and agility to help anticipate and solve new sustainability challenges. Learn about [Brendle Group](#).