City of Gary, Indiana
Climate Resilience Planning Fellow – Job Description

Who We Are
The mission of the City of Gary’s Office of Sustainability and Environmental Affairs is to achieve and maintain a cleaner, healthier environment for the citizens of Gary through air quality monitoring, recycling, land use and brownfields management, and community engagement. Sustainability planning is a cornerstone of the Office’s work. In the Summer of 2021, the City of Gary introduced its Climate Action Plan, which identifies greenhouse gas reduction targets based on an emissions inventory conducted in 2017. The plan also outlines strategies to reduce emissions while increasing quality of life for residents.

Over the past two decades, the City has already made significant progress in its sustainability policy with assistance from interdepartmental collaboration, engagement from community partners, and collaboration with regional and national organizations. In total, the city has completed approximately 85 projects that are focused on sustainability through environmental protection, beautification and blight elimination programs, energy efficiency, transportation, waste management, food, and resilience. This Fellowship provides a unique opportunity to work with the city’s Sustainability office to conduct resilience planning that will prepare citizens, businesses, and government operations, for the impacts of climate change.

Summary
The City of Gary seeks a highly motivated student to assist with the development of a community-wide climate resilience plan in the summer of 2023. Completing a Climate Resilience Plan will provide the City of Gary with a strategy for improving resilience and adapting to climate change impacts. The City of Gary is pursuing grant opportunities to build capacity for climate resilience efforts and is collaborating with federal and regional entities, including the Department of Housing and Urban Development, and the Northwestern Indiana Regional Planning Commission, on resilience planning efforts.

The intern will work with the City’s Office of Sustainability and Environmental Affairs, which is a participant in the Indiana University Environmental Resilience Institute’s 2023 Resilience Cohort program. The successful candidate will receive on-the-job training from the Geos Institute and ERI staff on how to: analyze climate hazards and associated physical and social vulnerabilities using leading national climate data tools; deeply engage the public and other stakeholders in an equitable, whole-of-community planning approach; develop strategies to
improve climate resilience; and coordinate a climate resilience planning process. The intern will also develop technical and project management skills beneficial to a career in local government, climate change science and policy, environmental management, and related fields.

The City of Gary is interested in the possibility of extending the Fellowship through the 2023-2024 academic year on a part-time basis if an extension is mutually agreeable to both the Office of Sustainability and Environmental Affairs and the Fellow, and pending funding availability.

Gary sits along the southern shore of Lake Michigan, approximately 30 miles southeast of Chicago. The city is located in a highly industrialized region known for manufacturing steel. Once named the City of the Century and The Magic City, Gary has since been challenged over the last 60 years by industrial decline and economic instability. Despite the effects of historical industrial climate, Gary has the most unique biodiversity within its unique freshwater dune and swale ecosystems, oak savannas, and wetlands. The beautiful and ecologically unique Indiana Dunes National Park is a popular vacation destination.

The City of Gary is a part of the Great Lakes Climate Adaptation Network (GLCAN), a regional network of local government staff and partners that actively work together to identify and act on the unique climate adaptation challenges of the Great Lakes region. The city is also part of the Urban Sustainability Directors Network (USDN) Partner Network Program of Ohio-Kentucky-Indiana (OKI), which aims to accelerate adoption of sustainability practices within the region.

**Duties and Qualifications**

**Duties will include:**

- Communicate with government staff, members of the public, and other local stakeholders throughout the course of the project
- Utilize web-based data tools to execute moderately complex data analysis
- Support the development of a climate trends primer that identifies climate projections for the City of Gary
- Support the development of a community primer that identifies socioeconomic characteristics of community
- Assist in developing a vulnerability assessment report
- Engage with members of the public and other stakeholders to gather input on vulnerabilities and community priorities
- Promote opportunities for the public to engage with plan development
- Assist in developing strategies and/or drafting a climate resilience plan as time allows
• Assist with other sustainability projects such as environmental public education and outreach, conservation and preservation advocacy, or Great Lakes Shoreline protection depending on time and interest
• Participate in regular Resilience Cohort webinars and conference calls
• Attend the McKinney Climate Fellows virtual Climate Camp training, hosted by the Environmental Resilience Institute in May 2023
• Attend weekly (virtual) “Lunch and Learn” sessions as part of the McKinney Climate Fellows program
• Submit weekly reports on Canvas over the course of the Fellowship

Qualifications
• Prior quantitative coursework or research experience, preferably in a discipline applied to sustainability such as environmental science, environmental management, engineering, chemistry, environmental economics, or a related field
• Experience manipulating data using spreadsheets
• Experience with GIS
• Experience summarizing research in reports and presentations
• Ability to follow detailed and technical instructions
• Effective written communication, especially for a public audience
• Exemplary verbal communication, including speaking publicly
• Self-motivated, proactive, and flexible with strong attention to detail
• Ability to prioritize and manage multiple ongoing tasks
• Equity mindset and an understanding of justice, diversity, equity, and inclusion in the climate change field

Preferred Skills
• Experience evaluating climate trends and hazards, as well as social vulnerability
• Experience coordinating events, especially public engagement
• Experience creating reports

Feedback and Evaluation
The Fellow will be given regular feedback from their supervisor on progress and performance. Success in the Fellowship will be determined by the completion of specified projects in a professional and timely manner. The Fellow should learn how the organization identifies its sustainability priorities, effective principles of communication, and how to develop and maintain professional relationships.
Compensation
Compensation will be in the form of a scholarship through the Environmental Resilience Institute. The Fellow will work full time for 10 weeks, with a start date in late May or early June, arranged in coordination with the Fellow and ERI staff. The Fellow may be selected for a 2023-2024 academic year extension, subject to the availability of funds, and the interest of both the City of Gary and the Fellow in extending the Fellowship.

Diversity, Equity and Inclusion
The McKinney Climate Fellows and Resilience Cohort programs support the continual advancement and development of diverse, inclusive, and equitable spaces. Indiana climate solutions should advance equity, with climate plans including strategies that reduce climate change impacts on marginalized communities in the state.

Application Process
To apply for this position, complete an application via the Environmental Resilience Institute’s website, which includes additional details about the application process and timeline. If you have questions about the program or any of the positions available, email Anagha Gore, Resilience Programs Coordinator, at anagore@iu.edu.