REQUEST FOR QUALIFICATIONS

Equity Coaching for Sustainable Cities Program

Submit your qualifications to participate in this program as an Equity Coach. Compensation and directions on how to submit your interest and qualifications are at the bottom of this page.

Summary
Power A Clean Future Ohio (PCFO) seeks dynamic, organized, and committed individuals to join our equity support network and serve as Equity Coaches. The Equity Coach will work with municipal staff and volunteers, the PCFO staff, the PCFO Equity Working Group, and other stakeholders. The Equity Coach is responsible for providing direct support to municipalities, including, but not limited to video conference coaching sessions with communities to provide training and guidance with regard to embedding equity considerations and practices into municipal decisions, services, and operations. Qualified candidates will have a passion for PCFO’s mission, strong communication skills, and successful experience working on initiatives to advance equity within the community.

About Power A Clean Future Ohio
Mission: PCFO is building momentum now for a clean, prosperous future by equipping local leaders for equitable, community-driven carbon reductions in Ohio.

We are an expansive, diverse coalition engaging with cities and local governments across the state of Ohio to build a clean future for our communities. PCFO is empowering local leaders with tools and resources to create carbon reduction plans and implement them in ways that are achievable, measurable, equitable, and economical. We are committed to reducing carbon emissions throughout Ohio in big and small ways that make sense for each local community.

About the Coaching Role
The Equity Coach is critical to the success of PCFO. The services include: 1) providing direct consulting support, within a structured but flexible coaching framework, to help PCFO communities implement new policy actions, strategies, and tactics to address racial equity; 2) implement equity trainings to municipal staff, elected officials and volunteers; and 3) embed a racial equity framework into the coaching experience. The coach will work as an independent contractor in support of PCFO. Equity Coaches will work closely with the PCFO Equity Coach Coordinator and staff, other Equity Coaches, and a working group of PCFO coalition members.

Equity Coaches will be compensated at $100 per hour.

How to Submit Qualifications
This is a unique opportunity for individuals who have a heart for social justice, have either worked in or are curious about the environment and environmental issues, who want to bring a racial justice lens to community impacted programming to local governments. All interested parties should send resumes and answers to the following questions to equitycoaching@poweracleanfuture.org.

- Why are you interested in participating in this program as an Equity Coach?
- In which cities would you be most interested in serving as an Equity Coach?
Scope of Work
This is an opportunity to work with cities who have chosen to participate in the equity coaching program. For these cities, the equity coach will reach out to the point of contact for the city to determine logistics and get necessary information on participants. It is up to the equity coach to plan, schedule and run coaching meetings and trainings. For the foreseeable future, coaching sessions and trainings will be done by video conference. The necessary digital resources are provided by PCFO and its partner organizations.

Equity coaches will have the direct support of the equity coach coordinator and members of PCFO’s staff and team to ensure they are achieving the program goals and have all the resources needed to carry out a successful engagement with a city.

The equity coach will be provided with all materials to facilitate equity trainings. These are designed to support bringing a racial equity perspective to their program scope and strategic outcomes that are laid out in the coaching framework.

Equity coaches will engage in a 2-week on-boarding period by the equity coach coordinator and PCFO staff to ensure coaches have all of the tools and supports required to engage in a coaching engagement with PCFO cities who have opted into coaching.

Equity coaches also have the opportunity to name cities who would benefit from PCFO’s Equity Coaching Program. Coaches can submit recommended cities and work with the equity coach coordinator and PCFO team to bring new cities into the program.

Additional Responsibilities Include:
- Build and maintain strong relationships with municipal PCFO Teams working to build and strengthen inclusive municipal operations and processes.
- Work with equity coach coordinator and PCFO staff to support consistent and effective communications, messaging, and support to municipalities related to equity issues.
- Provide additional support to municipal leaders on equity challenges and opportunities upon request.
- Report information on coaching activities and results to PCFO.

Qualifications and Skills
- Experience working on projects intended to advance diversity, equity, and inclusion.
- A passion for our mission and a belief that our efforts can make Ohio and the world more sustainable and equitable.
- Excellent written, verbal, and interpersonal skills.
- Strong organizational skills, proven ability to schedule, prioritize, follow through, and manage meetings and deadlines.
- Proven ability to build and sustain relationships with community leaders.
- Familiarity with sustainability issues, OH municipal government, and community mobilization preferred.
- Ability to work both independently and collaboratively, as needed.