



NACTO / BBSP 2021 TRANSPORTATION JUSTICE FELLOWSHIP

PROGRAM BRIEF

The National Association of Transportation Officials (NACTO) is amplifying the work and profile of mobility practitioners of color across the transportation sector. Through the 2021 NACTO/BBSP Transportation Justice Fellowship, participants will enhance personal and professional skills, co-strategize on projects, and expand their networks of equity and social justice focused-peers within the mobility field. This Fellowship is designed to hold space for participants to become co-creators in the outcomes, benefits, and levels of interaction of the program and will support the collective and individual growth of participants and the communities they work and live in.

The 2021 Transportation Justice Fellowship is a 9-month opportunity for mobility practitioners of color¹ who are committed to advancing racial and economic justice within the transportation field. As our sector deepens self-reflection on our legacy of infra-structural² racism, we recognize that people of color have always and will continue to advance the cause of liberation and justice. Intentional professional support is needed in order to sustain this work and operationalize equity within the transportation sector.

Our goal is to implement a project-based Fellowship grounded in customized and value-centered programming that promotes peer-mentorship, connections, and visibility. The vision for this Fellowship is to provide support and resources for a racially diverse cohort of practitioners, equipping them with the personal tools and institutional capacities needed to build a more just and representative mobility space.

1. We have adopted the People of Color Nonprofit Professionals group definition of “People of Color” as: “African descent/Black, Asian, Chicana/Latina, First Nations/Native American/Indigenous, Native Hawaiian and Pacific Islander, Southwest Asian, North African/Arab, Middle Eastern, Muslim, South Asian, and Mixed-Race peoples, and people identifying with regions of the world outside of Europe and not part of a history of settler colonialism (eg, white European Dutch-English South Africans).

2. Dr. Destiny Thomas. [Urbanism is Complicit in Infra-Structural Racism — And Reparations Have a Place in the Built Environment](#). 2020.



ELIGIBILITY

- Mid-career transportation or mobility practitioners (5-15 years experience in or adjacent to the field) who identify as people of color. Participants should model and uphold the core values of the Fellowship:
 - Relentless pursuit of justice
 - Dignity over respectability
 - Transformative representation
 - Atonement and healing
 - Anti-racism
 - Anti-ableism

NACTO and BBSP value and appreciate the enthusiasm of white allies in racial justice. Please respect that this Fellowship is only for people of color. Be a good ally and recommend this to a POC colleague!
- **We welcome applicants from all fields and industry backgrounds.**
 - Years of experience in mobility can be from a professional/paid or volunteer/unpaid capacity.
 - Applicants must serve in a role that requires project coordination and decision-making, and dedicate at least 15 hours each week (approx. 30% of a full time work portfolio) to transportation or mobility projects.
 - Applicants may work or reside in any US city, and work in any sector. This includes:
 - a transportation, transit, or public works department or agency
 - an allied public agency or department (e.g., planning, public health, economic development)
 - a private sector organization
 - a nonprofit organization or community group
 - We will give preference to applicants working in [NACTO member cities](#), inclusive of applicants who work outside of transportation, transit, or public works departments or agencies within member cities.
- Our ideal applicant can demonstrate commitment to resolving the transportation fields' contributions to structural harm, employs a care-based, multidisciplinary approach to their work, and prioritizes the liberation, dignity, and well-being of the communities we work and live in.
- In addition, applicants will be considered based on
 - Limited previous access to professional development opportunities
 - Fit and compatibility with other cohort participants

EXPECTATIONS FOR THE COHORT

- Over the course of 9 months, participants can anticipate spending a total of 60-65-hours on required virtual full group or small group meetings over the duration of this Fellowship.
 - We estimate an average monthly time commitment of 7 hours, but this number may fluctuate month-to-month based on convenings (see Fellowship Timeline) and individual/small group schedules.
- Program activities will include:
 - A group project that culminates into a formal concept or policy that demonstrates the benefits of operationalizing equity
 - Workshops led by community leaders
 - Monthly individual, and cohort check-in's
- In addition, participants may access up to 12-hours of as needed optional one-to-one coaching and project support.
- Given needs unique to virtual participation during a pandemic, we ask that participants inform us if there are barriers (e.g., access to technological equipment, other supports) that make full participation difficult. NACTO is committed to assessing opportunities to use our resources to reduce or remove these barriers.
 - No one will be disqualified from Fellowship participation based on their need for additional support resources.

WHAT NACTO/BBSP IS PROVIDING

Fellows will receive a range of support and resources customized to facilitate the achievement of your personal and professional goals.

- A team of specialized coaches. Specialties include:
 - Behavioral health professional
 - Mobility equity advocate
 - Executive-level planner/engineer
- Access to NACTO and BBSP's networks, tools and resources
- Registration (and travel/accommodations if deemed safe) for 2 NACTO-selected conferences hosted by relevant peer organizations
- Intentional mentorship and training on the following topics:
 - Further developing a disposition towards equity and social justice
 - Personal growth mapping, power mapping, and group project selection
 - Navigating professional barriers to equity values
 - Confronting microaggressions and other difficult conversations
 - Meaningful community engagement
 - Dissimilation, self-promotion/preservation, networking, and career planning

FELLOWSHIP TIMELINE

December 18, 2020	Cohort Application Opens
February 1, 2021	Cohort Applications are Due
February 8, 2021	Notification of Advancement to Interview Round <i>Please note that Applicants selected for the second round will be asked to provide two letters of support by February 25, 2021.</i>
February 11-25, 2021	Interview Round
March 1, 2021	Fellowship Cohort Announcement
March 24-26, 2021	Fellowship Orientation Convening*
April - May 2021	Affinity Groups and Project Check-Ins
June 24-25, 2021	Service Learning Convening* Virtual Anchor Conference: National Conference on Race and Ethnicity (June 7-11)
July - September 2021	Affinity Group and Project Check-Ins
October 13-15, 2021	Healing and Atonement, In-Person Convening if possible* Anchor Conference: Black in Design
November 2021	Affinity Groups and Project Celebration

**Please note that due to the COVID-19 pandemic, convenings are currently planned as virtual. These convenings will occupy half-days on consecutive weekdays. We will revisit the feasibility of in-person gatherings if it is deemed safe and appropriate by relevant government officials. No applicants will be turned away in 2021 if they're uninterested/ unable to travel.*

Each Anchor Conference is highly encouraged for a cohesive experience at the associated/concurrent multi-day Fellowship convening. All Anchor Conference costs will be covered. However, participation in the full duration of an Anchor Conference will not be required if this presents a scheduling hardship.

APPLICATION PROCESS AND CRITERIA

Applications will open December 18, 2020 and are due by February 1, 2021 at 11:59 PM HST.

Those chosen for final round video interviews will be notified by February 8, 2021. The final cohort will be announced March 1, 2021. Final selections will be based on applicants' fidelity to and continuity in values, affinity within the context of each other and the program, and the ways each applicant's background will enhance the collective experience of the Fellowship cohort.

Please note that NACTO/BBSP will observe the highest levels of confidentiality for all information received from applicants for the 2021 Transportation Justice Fellowship.

[PREVIEW THE 2021 TRANSPORTATION JUSTICE APPLICATION](#)