



GenUnity
ACTIVATING EVERYDAY LEADERS

Environmental Justice Starts With You

**Apply to GenUnity's
Inaugural Environmental Justice
Fellowships Today**



Why join?



Community: Join a cohort of MA residents with diverse lived experience with environmental issues



Growth: Engage with environmental leaders to understand local systems and power structures



Impact: Work with the network you've built with GenUnity to promote environmental justice in your organization or community

How do I get Started?!

Organizations: Nominate an employee(s) or **learn more about becoming an Employer Partner.**

[Click here to see if your workplace
qualifies for reimbursement](#)



Individuals: **Apply** today and share this opportunity with others! Scholarships and stipends (up to \$30/hr) available where needed to support participation.

JoinUs@genunity.org |  

Member Spotlights

Our cohort will bring together 'proximate experts' with experience in environmental justice and 'siloe experts' working in related businesses, government agencies, and nonprofits. Together, members amplify their collective expertise and spark impact. Given that this year marks the launch of our Environmental Justice Fellowship, we have provided member and partner experiences and anecdotes from our previous cohorts in Housing Justice and Health Equity.



"It's not always comfortable to be vulnerable and share who are in a new space. We are all coming from different backgrounds and it was helpful to share and feel more comfortable with each other.. as we come with our own environmental stuff... environmental insecurity can happen to any of us - this is a space for us to open up."

-Chaline Thande Fall '23 Housing Cohort



Amanda Koffink
Health Equity '24 Cohort

Amanda (Spring '24 Health Equity cohort) works on Mass Health enrollment for Health Care for All of Massachusetts, and her work inspired her to take on a second job as an interpreter at Mass Eye and Ear. Amanda joined GenUnity to explore the larger systems she navigates. Through GenUnity, Amanda worked with fellow cohort members to connect her clients to resources she previously didn't have access to, including clearing thousands in medical debt for a client. Amanda joined GenUnity's Impact Incubator this past August to develop an action plan for implementation of a software she created to streamline the directory updating process for insurers.

Through GenUnity, Monica (Fall'23 Housing cohort) has been able to connect with diverse environmental perspectives whether from other cohort member themselves or community partners in the environmental space to enhance her work at Citizens' environmental and Planning Association (CHAPA) as their Municipal Engagement Program Associate. One of her key takeaways from the environmental program is that "...we are not alone. We are not alone in our struggles and we can't advocate alone." Monica is an active member of the Lifetime Community of Practice and is a facilitator in GenUnity's Spring '24 Health Equity Program.



Monica Keel
Housing '23 Cohort

Advising Partners

“Residents understand the correlation between race, class and climate vulnerability across the city. One resident said ‘This issue is related to housing and health equity but people in the community struggle to see it that way because these other two issues feel more pressing. You need a place to live and you need to be healthy’”

-From GenUnity Community Design Sessions

Environmental Justice Advising Partners



Become an Employer Partner



"Advancing...justice is core to who we are. We encourage associates and colleagues to have deep connections to one another and to the community, and GenUnity is pioneering this work"

- Lucy Darragh, Director of Strategy and Social Impact,
Blue Cross Blue Shield of Massachusetts

Environmental Justice Fellowship Program

Why GenUnity: Organizations that want to promote environmental justice need employees who are in community with those closest to the issues to deeply understand climate change's impact locally, acting as a microcosm for it's impact on the country. Our programs create space for employees to do so - building the relationships, knowledge, and skills to spark innovation and impact on environmental justice at work and in the community.

How to become a Partner: Organizations can reserve seats for their employees to participate in our 2025 Environmental Justice Cohort. Through the Commonwealth Corporation's Workforce Training Fund, employers with 100 or fewer MA employees can be fully reimbursed for the program cost. Reach out to JoinUs@genunity.org for more information.

Sample Housing and Health Employer Partners to Date



Program Curriculum

Our program supports a cohort of up to 50 diverse, passionate members to understand why environmental issues persist in their community and how they can drive change.

Program Structure

- **Starts March 14, 10 weeks, 3 hours/week** (outside of work hours)
- **Small group experiences** to engage directly with community partners
- **Cohort-wide exercises** to translate learning into collective knowledge & action

Key Benefits

- **Build lasting relationships** with mission-driven cohort members and community partners
- **Develop leadership skills**, including: active listening, effective inquiry, empathy, systems thinking, power mapping, and complex problem solving
- **Deepen understanding of environmental justice** and **capacity to affect change**

	Key Learning Objectives	Sample Experiences
Kickoff	<ul style="list-style-type: none">• Build relationships with cohort members• Foundational training on active listening, effective inquiry, and social justice	<ul style="list-style-type: none">• Cohort: Explore relationship to identity, practice listening and inquiry• Cohort: Participate in a Environmental Justice 101 exercise
People	<ul style="list-style-type: none">• Deepen empathy for individual experiences of community members affected by the issue	<ul style="list-style-type: none">• Small group: Sessions with individuals, environmental professionals, and researchers across diverse identities.• Cohort: Identify and share vision for change
System	<ul style="list-style-type: none">• Develop understanding of systems change through case study and own practice	<ul style="list-style-type: none">• Small group: Engage with leaders from environmental agencies, nonprofit service providers, and land trusts• Cohort: Systems mapping exercise to visualize gaps in service
Power	<ul style="list-style-type: none">• Shift perspective of power and changemaking, understand how to leverage traditional sources of power	<ul style="list-style-type: none">• Small group: Engage policymakers, funders, and advocacy groups• Cohort: Power mapping exercise to understand allies in change work
Change	<ul style="list-style-type: none">• Build on the work of previous modules, begin crafting a plan to take action	<ul style="list-style-type: none">• Small group: Brainstorm action plan with cohort members• Cohort: Share commitments and explore opportunities to collaborate
Embark	<ul style="list-style-type: none">• Join GenUnity's Lifetime Community	<ul style="list-style-type: none">• Cohort: Celebrate program learnings at in person gathering




Program Schedule

Events are virtual and on Zoom unless otherwise indicated.

Small-group date assignments will be based on participant availability and interest.

Module	Week	Session	Dates	Time
Kickoff	1	Program Kickoff #1 (in-person)	Sat., Mar. 14th	11:00AM - 1:00PM
	2	Program Kickoff #2	Thurs., Mar. 19th	6:00PM - 8:00PM
People	3	Advising Partner Small Group	Assignment TBD: <ul style="list-style-type: none">• Tues., Mar. 24th• Wed., Mar. 25th• Thurs., Mar. 26th	6:00PM - 7:15PM
	4	Whole cohort	Thurs., Apr. 2nd	6:00PM - 8:00PM
System	5	Advising Partner Small Group	Assignment TBD: <ul style="list-style-type: none">• Tues., Apr. 7th• Wed., Apr. 8th• Thurs., Apr. 9th	6:00PM - 7:15PM
	6	Whole Cohort	Thurs., Apr. 16th	6:00PM - 8:00PM
Power	7	Advising Partner Small Group	Assignment TBD: <ul style="list-style-type: none">• Tues., Apr. 21st• Wed., Apr. 22nd• Thurs., Apr. 23rd	6:00PM - 7:15PM
	8	Whole Cohort	Thurs., Apr. 30th	6:00PM - 8:00PM
Change	9	Whole Cohort	Thurs., May 7th	6:00PM - 8:00PM
	10	Program Celebration (in-person)	Thurs., May 14th	6:00PM - 8:00PM





\$9,000

PROGRAM PRICING

Employer Sponsorship
via reimbursement

If your employer has
50 or less MA
employees and
Workforce Training
Program eligible...*

The program cost
(\$9,000), will be fully
reimbursed once
program is
completed via the
Workforce Training
Program

Large Employer
Sponsorship

If your employer has
more than 50 MA
employees

The average
employer pays
between
\$4,500 - \$9,000 per
participant

Flexible Employer
Sponsorship

If your employer has
less than 50 MA
employees but does
not qualify for the
Workforce Training
Program...

The average
employer pays
between
\$2,000 - \$5,000 per
participant

Community
At-large Track

If you are not
sponsored by an
employer...

Full, partial
scholarships and
stipends up to \$30/hr
are available

*GenUnity team will inform if you're eligible for the
Commonwealth Corporation Workforce Training Fund
Program

Questions? Email JoinUs@GenUnity.org



Our Team

Our team brings deep expertise in community engagement; civic learning; leadership development; diversity, equity, and inclusion; and racial & social justice.

Staff



Alexa Ureña

Marketing and
Communications
Manager



Asha Kuziwa

Senior Program
Manager



Simon Green

Senior Program
Manager, Lifetime
Community



Ilona Rabovsky

Executive Director



Colin Loftus

Program Manager-
Partnerships



Jerren Chang

President



Le Tran

Senior Program
Manager- Partnerships



Whitney Sanchez

Program Coordinator
- Special Projects

Advisors



Scott Warner

Co-Founder,
Generation Citizen



Kenn Turner

CEO, Massachusetts
Life Sciences Center



Michael Brown

Co-Founder,
City Year



Julie Battilana

Professor,
Harvard University



Sarah MacDonald

Executive Director,
Life Science Cares



Danielle Allen

Professor,
Harvard University

THANK YOU FOR YOUR INTEREST!

Let's get social!

Join our monthly newsletter where we highlight exciting events, resources and opportunities around Massachusetts and share a behind the scenes look at GenUnity!

Follow us:



Please email JoinUs@genunity.org with any questions

