



Journalism Associates who identify as BIPOC

Start date: Monday, August 30, 2021

Duration: 15 weeks full time. Part-time can be negotiated.

Hours of work: Two options are available. Full time is 35 hours a week. Part-time is flexible, to be determined ahead of time.

Location: On location at Nature Canada's Ottawa office (when it opens again) or remotely (via video conferencing, telephone and email)

Rate of pay: \$17.50/hour

ABOUT NATURE CANADA

Nature Canada connects the dots between local action and systemic change. For more than 80 years, we have been Canada's voice for nature. We work to ensure that solving the biodiversity crisis is a government priority. We advocate on behalf of other species for habitat protection and good policy. We facilitate mobilization among our extensive network of partners and individual nature-lovers to achieve our shared goals and generate the political will for needed transformation.

JOB SUMMARY

Under-representation of people of colour in the nature sector and environmentalism is a key influence in how youth of colour feel when they venture into nature, as well as a key influence on their views about environmental careers and nature activities in general. Nature Canada is hiring up to five, young journalists (aged 15 to 30 years old) in our Journalism Initiative, a pilot project that's part of our Work to Grow program. With the



Journalism Initiative, we want to prioritize efforts to highlight and profile BIPOC leadership and leaders engaged in nature conservation.

In collaboration with an Editor, the Journalism Associates will work together as a cohort and create content that will be published in media outlets and on Nature Canada's online platforms. One of the goals of Work to Grow is to diversify and strengthen the nature sector. As such, these opportunities with the Journalism Initiative are available only to individuals who identify as Black, Indigenous or People of Colour (BIPOC).

Please visit www.worktogrow.ca to ensure you qualify. The positions will be under the supervision of an Editor who will work at arm's length from Nature Canada.

SUMMARY OF QUALIFICATIONS AND EXPERIENCE

The Journalism Associates will independently create and publish content related to BIPOC communities and connections to nature, environmentalism and/or environmental racism. In addition, through the creative process and/or in the content itself, the Associates will focus on gender equity as part of an intersectional approach to some of the issues. Duties and expectations include the following:

- Generate story ideas, conduct research/interviews, and develop and pitch story ideas.
- Pitch the ideas to media outlets and Nature Canada.
- Conduct interviews, write first drafts, and rewrite and edit subsequent drafts, amplifying the voices of individuals and organizations from BIPOC communities.
- Participate in "writer-editor" sessions with other Journalism Associates to discuss and peer review each other's ideas and work.
- Share sources, resources, challenges and possible solutions with other Journalism Associates.



- Take and/or obtain photos related to the stories and collect info for photo captions.
- Fact-check all content, including obtaining photo/video consent forms if needed.
- Promote the content on social media.
- Collect and submit quantitative and qualitative data about readership/viewership.

Articles will be between 300 and 800 words each, and videos less than two minutes. Content could take the following formats: opinion or op-ed pieces; news stories; profiles; short features; interactive maps; Q&As; tech stories; lists with sidebars; multimedia pieces; art or book reviews; infographics; photo essays; and video clips. Each Journalism Associate will own copyright of their work, depending on the arrangements made with publishers.

TO APPLY

To apply for these positions, please send a one- or two-page resume highlighting your relevant skills and a one-page cover letter describing why you want this job, including a few links to samples of your work (text, photos and/or videos) to info@naturecanada.ca with "Journalism Associate" in the subject line.

Friday, August 6 (at 4 p.m.) is the deadline for applications. No calls please. We thank all candidates for their interest, but we'll contact only those selected for an interview. Nature Canada is committed to a workplace free from discrimination, harassment and intimidation where everyone can participate safely, freely and confidently.