



# Internship For the Future of the Adirondacks

2023 Project: Inclusive Conservation

**Project Description:** As our ecosystems thrive on diversity, so should our daily work as professionals in the conservation field. Our 2023 intern will assist Adirondack Land Trust staff, board and Next Generation Council members in creating and improving programs that will synthesize our diversity, equity, inclusion and access (DEIA) work and lead us to a place where our decision-making incorporates these concepts as standard practice. As part of this effort, the intern will work with our Next Generation Council, a group in their 20s and 30s who are passionate about conservation and want to see its benefits available to all people.

## **Responsibilities:**

### DEIA initiatives:

- Assist the DEIA team in reviewing progress on the current DEIA operating plan, scheduled to go through the summer of 2023, and help us write the next three-year plan.
- Work with conservation team on considerations for diverse audiences – particularly those who may have accessibility concerns – as we plan for the addition of new public preserves
- Conduct outreach to regional environmental justice/diversity-related groups (conservation and otherwise) with the goal of introducing ourselves and creating partnerships
- Work with communications and land protection team on protocols to conduct “cultural due diligence” on new acquisitions.
- If there is time, research the cultural history of some of our 94 properties, with priority determined in collaboration with the conservation team
- Join the conservation team in meetings related to our work at Six Nations Iroquois Cultural Center to gain an understanding of how to adapt standard conservation tools such as conservation easements for Indigenous/traditional use.

### Next Generation Council projects:

- Work with recruitment committee to plan outreach strategies to reach diverse candidate pools
- Work with event committee to plan three summer events
- Work with DEIA committee on their initiatives
- Work with philanthropy & outreach coordinator to plan and conduct the May and August meetings
- Reach out to other Next Generation councils in the land trust community to create partnerships, gather ideas, and possibly plan a get-together

*Additional projects:* Our intern will complete smaller projects involving each facet of our organization including stewardship, land protection, communications, philanthropy and finance. They will meet with

and/or shadow each staff member to gain an understanding of the scope of land trust work, and to further hone their interest in the conservation profession.

**Learning Outcomes:** Over the course of the summer, the intern will:

- Gain a deep awareness of land trust work, which can be applied to an environmental career or graduate school search in the future
- Understand differing roles within the field of conservation
- Learn how a nonprofit organization functions
- Gain event planning and management skills
- Understand strategic planning with a focus on DEIA concepts
- Become skilled in advocating for diverse audiences when planning public space usage.

**Dates, Compensation and Benefits:**

Dates: Flexible start and end dates to correspond with college summer break. Hours are also flexible. 35 hours/week is guaranteed, but the intern could work a minimum of 20 to a maximum of 35 hours/week depending on the candidate's interests.

Pay: \$16.50/hour, plus mileage when traveling for work (not including travel to and from the office).

Housing is provided free of charge in a beautiful apartment in Lake Placid, NY. A vehicle and driver's license is necessary given the geography of the Adirondack Park.

Benefits: Intern will be encouraged to use this project in future internship, job or graduate school applications. The intern will be included in ALT staff meetings, spend time with all staff, and learn how a professional, accredited land trust applies conservation and land protection tools to meet community needs. At the conclusion of the internship, an evaluation will be conducted, and feedback will be solicited on how we can continue to improve the experience for future interns. Funds are available for virtual or in-person professional development opportunities.

**Qualifications:**

- Minimum of two years of college completed by May 2023
- Experience with DEIA issues, which could include college organizational activity
- Event planning interest and skills
- Analytical skills: ability to analyze and interpret written and electronic records and reports and synthesize information
- Research skills; ability to utilize not just the internet but other archival, library and local/regional sources to find historical information.

**Personal traits necessary:**

- Strong Interest in conservation and environmental issues
- Passionate about issues of diversity, intersectionality, and social justice, and ability to apply those to land trust/conservation work
- Well-organized, detail-oriented, and flexible

To apply: Please send your resume and cover letter to Kathy Woughter, Philanthropy and Outreach Coordinator, at [kathy.woughter@adirondacklandtrust.org](mailto:kathy.woughter@adirondacklandtrust.org). Application review will begin in mid-February. Three references may be requested after interviews.

### **ORGANIZATIONAL STATEMENT**

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We strive for a collegial environment of people who generate innovative ideas and work hard to implement them. We value diversity, equity and inclusion as essential to all aspects of conservation work, and to ensuring that the Adirondack Park welcomes and provides benefits for all people. We also understand the value of work/life balance.

ALT affirms its commitment to equal employment opportunity for all individuals. Decisions about recruiting, hiring, training, promotions, compensation, benefits, and all similar employment matters are made in compliance with all federal, state and local laws and without regard to race, color, religion, gender, ethnic or national origin, age, physical or mental disability, sexual orientation, gender identity, familial status, military status or any other classification protected by federal or state law. Any discrimination in the workplace against persons protected by equal employment opportunity laws is illegal and against policy.