

## 2021 Application Guidelines

According to C40's Deadline 2020 Report, the efforts of cities to tackle climate change over the next four years will be key to achieving the ambitions of the Paris Agreement. The most successful and prosperous cities of the future will be those that can transition to become green, sustainable and inclusive.

Women leaders played a critical role in negotiating the Paris Agreement and continue to drive ambitious climate action in cities, businesses and NGOs around the world. Women make up more than half the world's population and are often disproportionately impacted by climate change. Their leadership and participation are therefore critical in solving this global crisis.

C40 contributes to the emergence of the next generation of climate leaders by sharing knowledge and experiences through an ambitious mentorship programme dedicated to women in C40 cities.

The C40 Women4Climate Mentorship Programme will match City officials, professionals from the business sector, international organizations and civil society with emerging women leaders.

In the current context of the global pandemic, it is clear that the impacts of COVID-19 have not been equitable and have exposed and exacerbated the inequalities faced by women. The effects of the pandemic have added to their overall workload by increasing their caring responsibilities while juggling professional lives. COVID-19, however, has not changed the C40's Women4Climate vision for women to be the ones that lead the creation of a green, healthy and equal future. This vision has only grown stronger as we need to tackle this pandemic, recovery process and climate change. Now more than ever, we need to support women in mitigating and adapting to the impacts of both COVID-19 and climate change

### The Women4Climate Toronto Programme

The Women4Climate Toronto Mentorship Programme will support and empower women to develop and implement solutions to help mitigate and adapt to climate change impacts in Toronto.

Twelve women and/or those who identify as women who live and/or work/study in the City of Toronto will be selected to join Toronto's 2021 Women4Climate Toronto Mentorship Programme cohort. Through a combination of mentoring, training and networking opportunities, participants will be provided with the resources and supports necessary to take their established climate-related project or business start-up to the next level.

#### Key Dates

- November 8, 2021 – Applications open
- November 28, 2021– Applications close
- November 29 - December 17– Application screening and candidate interviews
- January 2022 – May 2022 – Mentoring, training and networking
- June 2022 – Pitch competition

Over the course of six months, participants will have the opportunity to:

- Meet with leaders in the business sector, public sector, international organisations or academic institutions for three one-on-one mentoring sessions.
- Participate in three Knowledge Labs to help accelerate their project plans. Topics include:
  - creating your business and financial plan
  - effective communications and marketing
  - delivering the perfect pitch.
- Schedule optional one-on-one sessions with their Knowledge Lab presenters to get feedback specific to their project.
- Attend peer-to-peer monthly webinars with the global Women4Climate community. Mentees from other cities engaged in the program will share their project plans and provide feedback.
- Connect and build relationships with fellow mentees and mentors at three networking events, featuring prominent speakers and influencers.
- Receive feedback to develop and pitch their project to a juried panel.

Following the mentorship program, the City of Toronto and its partners will host a pitch competition that will recognize the top three climate-related projects with the greatest potential to contribute to a healthier, more sustainable and resilient urban future in the city of Toronto. The women with the top three projects will receive a cash award and additional support to advance their work. The winner will receive \$20,000 and two runners-up will each receive \$5,000.

Toronto is the 16th city to launch a Women4Climate Mentorship Programme in the C40 network.

Currently there are mentoring programmes running in: Addis Ababa, Auckland, Barcelona, Freetown, Lima, Lisbon, London, Mexico City, Montréal, Mumbai, New Orleans, Nur-Sultan, Paris, Quito, Sydney, Tel Aviv-Yafo, and Vancouver

## Eligibility Requirements

### 1) Eligibility:

#### **Eligible candidates must:**

- Identify as women or 2-Spirit,
- Live, study or work in [Toronto](#) or [GTA](#).
- Have an established climate action project or a start-up business to evolve with the support of the Women4Climate Toronto Mentorship Programme.
- Be 18 years of age or older.

Toronto's population is made up of diverse communities and groups. The City of Toronto values the contributions made by all residents and is committed to its motto, "Diversity Our Strength".

The City of Toronto recognizes the barriers presented by discrimination and the disadvantages faced by equity-deserving groups and vulnerable populations. In particular, the City recognizes the unique status and cultural diversity of Indigenous communities and their right to self-determination.

Women4Climate Toronto acknowledges the importance of intersectionality and encourages applications from female-identifying and two-spirited applicants of diverse cultures, races, religions and abilities.

## The following individuals are not eligible to apply:

- City of Toronto employees, members of Council and their immediate families.
- City of Toronto agency and corporation employees, their board members and members of their immediate families.
- Members of the mentee selection panel and members of pitch competition jury panel and members of their immediate families.
- Mentees from a previous Women4Climate Toronto Mentorship Programme cohort.

## Selection Criteria:

### 1) Your project or start-up business must:

Support the achievement of at least one of the targets or goals identified in these key City strategies\*:

TransformTO: Toronto's ambitious climate action strategy lays out a set of long-term, low-carbon goals and strategies to reduce local greenhouse gas emissions and also improve our health, grow our economy, and improve social equity.

Toronto's Resilience Strategy sets out a vision, goals, and actions to help Toronto survive, adapt and thrive in the face of any challenge, including climate change and growing inequities.

Involve or engage the Toronto community in local climate action.

*\*Additional City strategies, plans and initiatives that may contribute to the reduction of greenhouse gas emissions and/or improvement of Toronto's resilience include: Biodiversity Strategy; City Asset Management; City Wide Real Estate Transformation; Electric Vehicle Strategy; Green Roof Bylaw; Long-term Waste Management Strategy; Parkland Strategy; Pollinator Protection Strategy; Ravine Strategy; Strategic Forest Management Plan; Toronto Green Standard; and Wet Weather Flow Master Plan.*

### 2) Your project or start-up business must contribute to one or more of the following climate priorities:

- Sustainable Waste Management
- Renewable Energy
- Sustainable Buildings
- Sustainable Transport
- Air Quality
- Circular Economy
- Biodiversity

All eligible applications will be reviewed by a jury panel.

English language knowledge is required as all of the Programme activities will be conducted in English including networking events, labs, global webinars with other cities and mentor-mentee meetings.

## How to Apply

All applications need to be submitted in English to the online form on the C40 website:

<https://w4c.org/mentorship/women4climate-toronto>

The deadline to apply is 11:59 p.m. EST on Sunday, November 28, 2021.

Applying to the Women4Climate Toronto Mentorship Programme Competition (the “Competition”) constitutes your acceptance of these Competition Rules:

[W4CTO Official-Competition-Rules](#)

## Selection Process

- Submit completed online application form by **Sunday November 28, 2021**.
  - Applications must be submitted online. No mail, emailed, or hand-delivered applications will be accepted. Only complete applications will be considered.
- Applications will be reviewed during the week of **November 29 – December 5, 2021**
- Interviews of shortlisted candidates will be held during the week of **December 6 – 12, 2021**
- Successful candidates will be notified by **December 17, 2021**
- The successful 12 mentees will be expected to attend a virtual orientation meeting on **January 11, 2022**.
- The official activities of the Toronto Mentorship Programme will start on **January 18, 2022**.

## Commitment:

Applicants to the Women4ClimateTO Mentorship Programme must be willing to commit to the following:

- Participation in six months of activities from January 2022 to June 2022
- To meet assigned mentors for a total of three 1 hour sessions
- Attend the first orientation meeting scheduled for January 11, 2022
- Attend at least 80% of scheduled programme activities including:
  - Knowledge Labs
  - Office hour sessions
  - Networking sessions
  - Monthly peer-to-peer webinars with global Women4Climate group
  - and any other scheduled activities or events
- Participate in the final pitch competition.

## Rights of Disqualification

As active participation will be vital to the selected mentees' success, please ensure you are able to meet these commitment requirements before applying. C40 reserves the right to exclude participants from the programme in the case of repeated absence, missed meetings and poor communication with C40 or the mentors.

## Information

We do not have the capacity to handle general inquiries by email. If you require any clarification, please take the time to carefully formulate your questions and address them to: [women4climate@c40.org](mailto:women4climate@c40.org)