

Application Guidelines

According to C40's Deadline 2020 Report, the most successful and prosperous cities of the future will be those that can transition to become green, sustainable and inclusive.

Women continue to drive ambitious climate action in cities, businesses and NGOs around the world; however, they are also 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 program dedicated to women in C40 cities.

The Women4Climate Toronto Program

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

Up to 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 2023 Women4Climate Toronto Mentorship Program 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:

- Applications open: November 9, 2022
- Applications close: December 6, 2022
- Application screening and candidate interviews: December 7, 2022 – January 12, 2023
- Mentoring, training and networking: January 2023 – May 2023
- Pitch competition: June 2023

Program Details:

Over the course of six months, participants will benefit from a combination of mentoring, training and networking opportunities. As a participant, you will:

- Meet with three different mentors for one-on-one mentoring sessions. Your mentors will be comprised of leaders from the business sector, public sector, international organizations or academic institutions. Each of your mentors will have a different area of expertise that will provide you with a variety of insights to help accelerate the advancement of your project or business venture.
- Participate in four Knowledge Labs to help accelerate your project plans. Topics include:
 - Toronto's climate action strategy;
 - Business and financial planning;
 - Marketing and communications strategies;
 - Preparing the perfect pitch.
- Schedule optional one-on-one sessions with Knowledge Lab presenters to get feedback specific to your project.
- Attend online peer-to-peer training and networking 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 your fellow mentees and mentors at three Toronto networking events, featuring prominent speakers and influencers.

Following the mentorship program, the City of Toronto and its partners will host a pitch competition where the women with the top three projects will receive a cash award and additional support to advance their work. The Winner will be awarded \$20,000 and two runner-up projects will receive \$5,000 each.

Eligibility Requirements:

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 grow with the support of the Women4Climate Toronto Mentorship Program.
- 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 the 2021/2022 Women4Climate Toronto Mentorship Program cohort.

Selection Criteria:

Your project or start-up business must:

- Support the achievement of at least one of the targets or goals identified key City environmental 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; Net Zero Existing Buildings Strategy, Parkland Strategy; Pollinator Protection Strategy; Ravine Strategy; Strategic Forest Management Plan; Toronto Green Standard; and Wet Weather Flow Master Plan.

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 Program activities will be conducted in English including networking events, labs, global webinars with other cities and mentor–mentee meetings.

The Women4Climate program seeks to encourage diversity and welcomes applications from women from diverse backgrounds. Profiles expected include - but are not limited to - researchers and academics, entrepreneurs developing civic / green / urban tech projects in the sustainability sectors mentioned above, volunteers and individuals who wish to engage citizens in their communities and neighborhoods. We encourage applications from women leading projects that put under-represented communities at the heart of climate action and ensure just and inclusive outcomes for all citizens.

How to Apply:

All applications need to be submitted in English to the [online form](#) on the C40 website.

The deadline to apply is 11:59 p.m. EST on Tuesday, December 6, 2022.

Applying to the Women4Climate Toronto Mentorship Program Competition (the “Competition”) constitutes your acceptance of these Competition Rules: W4CTO_Official-Competition-Rules.

Selection Process:

Applications must be submitted online. Please contact Jessica Chow at jessica.chow@toronto.ca for accessibility accommodations. No mail, emailed, or hand delivered applications will be accepted unless arranged in advance. Only complete applications will be considered.

- Tuesday December 6, 2022: Deadline to submit completed online application form.
- December 9 – December 19, 2022: Applications will be reviewed and screened.
- January 7 – 12, 2023: Interviews of shortlisted candidates.
- January 13, 2023: Notification of successful candidates.
- January 17, 2023: Virtual orientation meeting for the successful mentees.
- January 26, 2023: Official activities of the Toronto Mentorship Program begin.

Commitment:

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

- Participation in six months of activities from January 2023 to June 2023
- To meet assigned mentors for one-on-one mentoring sessions
- Attend the first orientation meeting scheduled for January 17, 2023
- Attend at least 80% of scheduled program activities including:
 - Knowledge Labs
 - Office hour sessions
 - Networking sessions
 - 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 program 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