

GreenHive Leadership Program

Training the next generation of environmental leaders.

Description

The GreenHive Leadership Program is a 10-week paid fellowship for college-aged (roughly 18 - 24 years old) DeKalb residents. Through weekly training sessions and a final Legacy project, young leaders get hands-on experience advocating for better landscapes, while working side-by-side with other students to engage the community and local politicians, and gain crucial leadership skills.

The GreenHive Leadership Program builds on the [Fruitful Communities initiative](#) and [Grower Program](#) by providing a structured format for college-aged leaders to become directly engaged in the ecological work being done here in DeKalb, all while being paid \$1250 to make DeKalb a greener, more sustainable place.

Location and Dates

The GreenHive Leadership Program takes place at DeKalb County Libraries. Throughout 2022 we have conducted a Spring (1/19 - 3/30) and a Fall (9/20 - 11/29) cohort. Spring 2023 cohort is set to take place February 14 - April 25. Once we receive funding, we plan on conducting 20 cohorts throughout 2023 and 2024 according to the following schedule:

Spring 2023 - 1 cohort
Summer 2023 - 1 cohort
Fall 2023 - 4 cohorts
Winter 2023-2024 - 4 cohorts
Spring 2024 - 4 cohorts
Summer 2024 - 2 cohorts
Fall 2024 - 4 cohorts

Goals of the program

- Provide students with a well rounded, hands on curriculum that gives them multiple opportunities to learn and grow their skills and talents.
- Students will develop leadership, public speaking, community engagement, thought leadership, and policy writing / advocacy skills.
- Students will develop lasting connections with peers, industry leaders, local politicians, and guest speakers that will propel them into their careers.
- Students will feel empowered to take part in local climate action and become civically engaged to continue the movement for better, abundant, and sustainable landscapes.

Projected Outcomes

- Students will graduate with confidence to lead and make lasting change.
- Students will understand local climate and sustainability issues particularly in regards to the detriment of landscaping and feel empowered to take action, think critically, and creatively solve sustainability issues in their communities.
- Students will make lasting connections with peers, industry leaders, and local politicians.
- Through experiential learning, students feel connected to their local communities and politicians in a way they never thought possible.

These projected outcomes for 2023-2024 are all based on actual outcomes achieved in Spring 2022 and Fall 2022 cohorts.

Legacy Projects

The GreenHive Leadership Program is all culminated into a final legacy project students conduct over the course of the 10 weeks. Students will be given the opportunity to choose a project based on a rubric with prompts and guidelines to help them complete. These projects push the Fruitful Communities initiative forward and may range from an environmental policy draft, vital research to inform sustainable innovation, a community engagement strategy, or an art project that spreads the word about the Fruitful Communities initiative. We are currently meeting with partners and drafting 2023 legacy project outlines.

Location and Details

Legacy projects are completed throughout the 10 weeks of the GreenHive Leadership Program. Much of the project is completed outside of class time although the class curriculum may help prepare the students to complete the project. Legacy projects are designed to impact DeKalb County and will be completed in DeKalb County.

Goals of 2023-2024 Legacy Projects

- Developing stronger partnerships with local landscapers and providing them with knowledge about ecological landscaping opportunities and further education
- Develop a deeper understanding backed by data and research on the detriment of traditional landscaping on our health, environment, and wallet + the benefit of Productive Urban Landscapes.
- Develop strong partnerships with sustainability leaders in DeKalb County and create a community engagement strategy.
- Produce a thought leadership project that brings awareness and calls attention to local climate action through landscaping
- Develop land steward policy initiatives backed by data and research

Projected Outcomes of 2023-2024 Legacy Projects

- DeKalb County residents will have a deeper understanding of landscaping's benefits or detriments towards climate change.

- Landscapers will join in the movement for earth stewardship
- Landscaping will be viewed as a climate change solution to sustainability and environmental leaders

Our impact

Since its launch in early 2022, the GLP has graduated 19 GreenHive Leaders from 4 different universities and colleges. With Leaders from Oglethorpe College, Georgia State University, Emory University, and Agnes Scott, the GLP has facilitated 6 Legacy Projects ranging from designs for a sensory garden on Agnes Scott's campus to an official policy recommendation for the Georgia State University administration. In addition, GreenHive members were instrumental in helping formulate and pass the Fruitful Libraries resolution, a \$250k commitment by DeKalb County to create a transition plan for the landscapes around all 23 DeKalb County libraries.

At the end of fiscal year 2022, the GreenHive Leadership Program will have dispersed over \$30k in fellowships and paid internships to 19 DeKalb County residents.

Demographics and COVID response

The GreenHive Leadership Program is designed to provide resources and educational opportunities to residents throughout the county, regardless of race or socio-economic circumstances. The demographic breakdown of the 19 GreenHive Leaders is as follows:

GENDER

Male - 30%
Female - 70%

ETHNICITY

White - 42%
Black - 47%
Hispanic - 11%
Asian - 0%

ZIP CODES

We piloted the first year of this program by recruiting at 3 local colleges with the following zip codes:

Agnes Scott College (30030) - 26%
Emory University (30322) - 21%
Georgia State University (30021,30034, 30338, & 30303) - 42%
Other - 11%

For 2023 we are expanding to also include

Oglethorpe University (30319)
Morehouse College (30314)
Spelman College (30314)
Georgia Piedmont Technical College (30021)

This program is not exclusive to college aged students enrolled in college. We are also looking at recruiting from areas in DeKalb whose library has already been converted to a Productive Urban Landscape. These zip codes include 30021, 30038, 30088, 30058.

The impact of COVID on the mental health of people under 25 has proven to be extraordinarily detrimental. From increased depression and loneliness, to increased levels of suicide, it's clear that the atomization, disruption, and anxiety of the COVID experience has created an ongoing mental health crisis for young people.

The GreenHive Leadership Program alleviates this stress in multiple ways:

1. Much of the program is held outside at the Fruitful Library gardens in DeKalb County, which means the risk of transmission of the disease, and the general anxiety around contracting it is lessened.
2. The program provides young leaders with a weekly social gathering where they can get to know other young people with similar interests, form lasting bonds, and re-engage after the anxiety of COVID.
3. The program provides GreenHive Leaders with a sense of purpose and a shared project to work on with their peers that directly impacts their local community. Purpose-driven work has been shown to lessen depression and feelings of hopelessness.
4. It provides a stress-free way of covering expenses for a 3-month period.
5. It also impacts the local community by continuing Roots Down's work of providing expanded outdoor access to residents and visitors.

Annual budget

In the fiscal year 2022, the GreenHive Leadership Program was operated with a budget of \$50,000. Here is the budget breakdown:

Fellowship payments	\$23,750
Print materials	\$500
Meals	\$1000
Speaker fees	\$500
Program Coordinator	\$11,250
Program Intern	\$6,000
Marketing	\$2,000
Administration	\$5,000
TOTAL	\$50,000

This comes to an approximate cost of \$2,500 per GreenHive Leader. This fiscal year was funded through the support of the Arthur M. Blank Foundation, the office of Commissioner Ted Terry, and profits from Roots Down, LLC.

Fiscal request and outcomes

We're seeking financial support of \$500,000 through 2024, depending on availability, with the expected outcomes listed below:

2023 Budget - \$250,000

1. Provides fellowships for 100 GreenHive Leaders
2. Provides a paid internship for 10 GreenHive Leaders (roughly 18 - 24 years old) to be retained as Roots Down contractor
3. Provides 1 Full-Time Program Coordinator position
4. Produces 10 Legacy Projects that directly impact DeKalb County residents

Fellowship payments	\$125,000
Print materials	\$2,500
Meals	\$5,000
Speaker fees	\$2,500
Program Coordinator	\$55,000
Program Interns	\$27,500
Marketing	\$10,000
Administration	\$25,000

2024 Budget - \$250,000

1. Provides fellowships for 100 GreenHive Leaders
2. Provides a paid internship for 10 GreenHive Leaders (roughly 18 - 24 years old) to be retained as Roots Down contractor
3. Provides 1 Full-Time Program Coordinator position
4. Produces 10 Legacy Projects that directly impact DeKalb County residents

Fellowship payments	\$125,000
Print materials	\$2,500
Meals	\$5,000
Speaker fees	\$2,500
Program Coordinator	\$57,000
Program Interns	\$27,500
Marketing	\$9,000
Administration	\$24,000