

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.

IMPACTS ON THE CITY OF TORONTO

Women4ClimateTO (W4CTO) will support and empower **women and/or those who identify as women**, to develop and implement solutions to help mitigate and adapt to climate change impacts in the City, aligning with the following overarching strategies:

- **TransformTO** is the City's ambitious climate action strategy which lays out a set of long-term, low-carbon goals and strategies to reduce local greenhouse gas emissions and 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, particularly climate change and growing inequities.

On October 2, 2019, Council voted unanimously to declare a **climate emergency** and accelerate efforts to mitigate and adapt to climate change.

Toronto's greenhouse gas (GHG) emissions reduction targets, based on 1990 levels:

- 30 per cent by 2020
- 65 per cent by 2030
- Net zero by 2050, or sooner

TORONTO'S RESILIENCE CHALLENGES

Developed through extensive public and stakeholder engagement, these six challenges represent Toronto's most pressing issues affecting our resilience, and the most significant opportunities for improving resilience.

1. Equity

- People have access to the things they need to thrive.

2. Climate & Environment

- Coordinated large scale climate mitigation and adaptation efforts.

3. Civic Engagement

- Everyone is engaged in decision making, and we have a high level of trust in government.

4. Communities & Neighbourhoods

- Silos are broken down and we work together to solve problems locally.

5. Housing

- Diverse housing solutions ensure broad housing affordability.

6. Mobility

- We have multiple reliable, affordable, accessible, and safe mobility options.

THE TORONTO PROGRAMME

W4CTO will engage **12 women and/or those who identify as women** who live and/or work/attend school in the City of Toronto, providing them with a programme that combines mentorship, networking, collaborative learning opportunities and a pitch competition.

Over seven months, mentees will collaborate with one another, as well as their mentors and other female business, public service and innovation leaders. They will work to refine their idea and ensure that it is both feasible and financially sound, while aligning with Toronto's commitment to address climate change.

The mentees' newly developed cross-sector relationships will lay a supportive framework for the launch of their project idea and offer valuable resources as they continue in their careers. Opportunities to network with mentees from around the globe will provide insights as to shared climate challenges, as well as the transferability and scalability of project ideas.

Mentors and mentees will have the opportunity to engage in organized virtual events and are also encouraged to maintain individual virtual contact throughout the program.

WOMEN4CLIMATE MENTORSHIP PROGRAMME APPLICATION GUIDELINES

In March 2021, after months of work, mentees will present their idea or project to a **jury of relevant stakeholders who will choose the most promising idea or project** that aligns with Toronto's TransformTO and/or Resilience strategies and **\$20,000 CDN will be awarded to support professional and idea development.**

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, New Orleans, Paris, Quito, Sydney, Tel Aviv-Yafo, and Vancouver.

APPLICATION PROCESS

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

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

The jury panel is looking for evidence of candidates' ongoing commitment to climate action in cities and innovative projects or approaches. Projects should involve the residents and communities of Toronto wherever possible. The goals of the project can be global, but they should relate to climate action at the local level.

Applications for the C40 Women4Climate Mentorship Programme will open on **June 5, 2020 at 9:00am (EDT).**

The closing date for applications will be **July 15, 2020 at 11:59pm (EDT).**

Any application received after the closing deadline will not be considered. Any incomplete application forms will not be considered.

All valid applications will be examined by the jury panel. The top 20 shortlisted applicants may be asked to participate in an interview and must make themselves available in late **August 2020 (exact date and time TBD).** All candidates who submitted a valid application will be notified of their status by email, no later than **September 7th.**

The successful 12 mentees will be expected to attend a virtual or in-person orientation meeting in Toronto on **September 16, 2020.**

The official activities of the Toronto Mentorship Programme will start on **September 28, 2020.**

Before commencing the online application, please carefully review the [application rules](#).

PROJECT SELECTION CRITERIA

- o Women4Climate Mentorship Programmes selects and supports women-led initiatives that have a measurable impact on the mitigation of and adaptation to climate change.

WOMEN4CLIMATE MENTORSHIP PROGRAMME APPLICATION GUIDELINES

- o Projects or ideas presented must be aligned with the City of Toronto's environmental and climate priorities and TransformTO and/or the Resilience Strategy policies. The jury panel will consider applications from projects related to one or more of the following climate priorities:
 - Sustainable Waste Management
 - Renewable Energy
 - Sustainable Buildings
 - Sustainable Transport
 - Air Quality
 - Circular Economy
 - Biodiversity
- o The Women4ClimateTO Mentorship Programme is intended for women living, working or studying in the City of Toronto.
- o All participants in the Women4Climate Toronto Mentorship Programme will be expected to attend regular virtual or in-person meetings and events in Toronto.
- o 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.
- o The Women4Climate initiative seeks to encourage diversity and welcomes applications from women from diverse backgrounds. Women with disabilities, indigenous, Black and women from equity-seeking groups are encouraged to apply. 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, NGO activists and individuals who wish to engage citizens in their communities and neighbourhoods. For this application there is no “standard” or “perfect” profile. Applicants will be selected based upon their motivation, potential and ideas.

Women4Climate Toronto acknowledges the immediate need for partnership with Indigenous communities, and leadership by Indigenous women, Elders, knowledge keepers, land defenders, and water protectors in order to effectively address the impacts of climate change on Turtle Island.

REQUESTED COMMITMENT

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

- o Participation in seven months of activities from **September 2020 to April 2021**
- o To meet an assigned mentor for a minimum of **2 hours per month** (in person or virtually)

- o Attend the first orientation meeting scheduled for **September 16, 2020**
- o Attend at least 80% of scheduled programme activities including regular training sessions provided bi-monthly, three virtual or in-person collective activities, and online meetings.

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