

The logo for RAY, featuring the word "RAY" in a bold, blue, sans-serif font. The letters are partially enclosed by a dark red circular shape that is cut off at the top and bottom.

What is the RAY Fellowship Program?

WHO WE ARE

Named in honor of **Dr. Roger Arliner Young**, the first African American woman to receive a doctorate in zoology, the **RAY Fellowship Program** is a two-year paid fellowship managed by the **Environmental Leadership Program**. This fellowship is designed to equip early career professionals with the tools, experiences, support, and community they need to become leaders in the conservation and clean energy sectors.



WHY THIS FELLOWSHIP?

Professional Development

RAY offers multiple professional development opportunities where fellows can gain and sharpen skills alongside other cohorts.

Career Growth Opportunity

Fellows have the chance to work at a clean energy or conservation organization in our network of partners for two-years.

Discover the Leader in You

Our program provides resources that empower fellows to discover the leader in them, preparing them for future roles of influence.

IDEAL CANDIDATE

The RAY Fellowship Program looks for applicants who:

- Identify as a person from an underrepresented community, with an interest in the conservation and/or clean energy field(s).
- Be within THREE years of having received their undergraduate degree (May 2022- June 2025).
- Have not had a full-time job in conservation or clean energy.
- Demonstrate a commitment to environmental justice, and social change.

HOW TO APPLY?



To learn more about our program and eligibility requirements, visit our website rayfellowship.org/apply or scan the QR code. Applications open **March 3rd**.

Keep Up With Us:

 @rayfellowship

 @rayfellowship





Cohort 10 (2025-2027) Selection Timeline

February 21, 2025

Virtual Fellow Info Session #1

This is an opportunity for perspective fellows to learn about the fellowship and have their questions answered.

March 3, 2025

Applications Open

Applications for the 2025-2027 program year are open. Visit rayfellowship.org/apply to submit an application.

March 11, 2025

Virtual Fellow Info Session #2

This is an opportunity for perspective fellows to learn about the fellowship and have their questions answered.

March 31, 2025

Applications Close

Applications for the 2024-2026 program year are closed.

April 4, 2025

Phone Screening Begins

Potential applicants are contacted by a member of the RAY team to gather more information on their application prior to interviews.

April 22, 2025

Interview Process Begins

Select applicants will receive requests to schedule interviews with our hosting organizations.



Cohort 10 (2025-2027)

Selection Timeline (continued)

Late May

Final Decision

Fellows that have been selected to be a part of Cohort 10 (2025-2027) will by late May

July 10, 2025

Virtual Fellow Orientation

Cohort 10 will kick off their fellowship with a virtual orientation.

Fall 2025

In-Person Orientation Retreat

Fellows will attend an in-person welcome retreat/meet and greet with the RAY Team.