



BEAR Foundation of California

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BEAR FELLOWSHIP APPLICATION EVALUATION (2025)¹

Each criterion is ranked 1 (highest) to 10	Score
<p>1. Environmental Commitment</p> <ul style="list-style-type: none"> • Work, volunteer and/or personal history demonstrates deep, genuine commitment to environmental values for the public good • Offers compelling and realistic vision for future career and environmental work <p>Note: Some individuals may prioritize non-environmental work experience to overcome financial obstacles</p>	
<p>2. Applied Focus</p> <ul style="list-style-type: none"> • Academic background and/or professional experience clearly demonstrate an applied focus regardless of field of study • Describes engagement beyond academia, including in policy or community settings 	
<p>3. Innovative Problem-Solver</p> <ul style="list-style-type: none"> • Demonstrates proficiency in chosen field and transferable skills that prepare applicant for their chosen path • Displays evidence of creative or cutting-edge thinking, interdisciplinary or intersectional approaches, and contributes new or different perspectives to the field <p>Note: Proficiency expectations vary between master's and Ph.D. candidates</p>	
<p>4. Leadership Potential</p> <ul style="list-style-type: none"> • Has experience in leading projects, organizing groups and/or aligning people towards environmental goals • Demonstrates maturity, confidence, and an ability to overcome obstacles and identify personal strengths and weaknesses <p>Note: We value different leadership styles, including quiet leaders and those leading from behind)</p>	
<p>5. Collaboration and Engagement</p> <ul style="list-style-type: none"> • Describes strong interpersonal skills and a collaborative work style • Demonstrates ability to work with diverse groups and perspectives across expertise, sector, and identity 	
<p>6. Social Equity Awareness and Experience</p> <ul style="list-style-type: none"> • Conveys knowledge of, experience with and/or a clear commitment to advancing racial equity and social justice in teaching, mentoring, or service work • Demonstrates understanding and sincere engagement with communities affected by the work 	
<p>7. Communication Skills</p> <ul style="list-style-type: none"> • Demonstrates strong writing skills and provides evidence of good listening and public speaking skills • Conveys commitment to communicating about research and expertise to different audiences and affected communities <p>Note: Applicants with weaker writing skills may still communicate a deep commitment or compelling personal story</p>	
TOTAL	
<p>8. Ranking</p> <p>Please note this applicant's ranking among the pool of applications you reviewed (1 - 7 or 1 - 8, with 1 being your top choice). Ranking may not necessarily correspond with total scores. See written guidance for more information.</p>	

¹ The bulleted information illustrates what we're looking for in each section. We do not expect for each applicant to match each bulleted item, but instead to offer multiple ways in which the applicant can meet the criteria.