

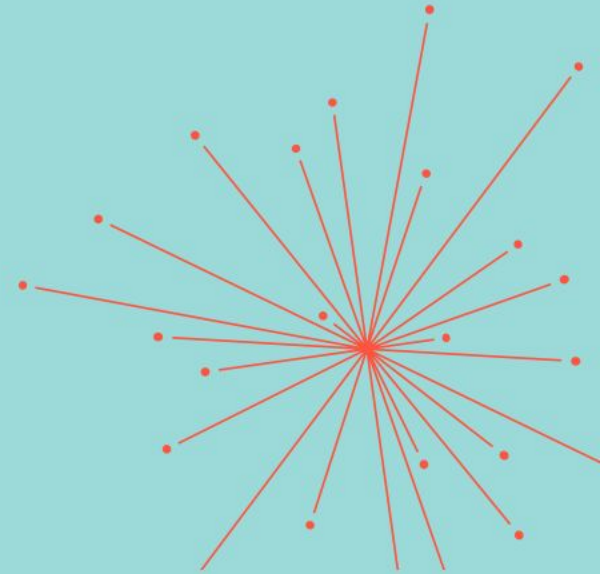
**The
Lawrence**
Hall of
Science
UNIVERSITY OF CALIFORNIA, BERKELEY



JUSTICE
OUTSIDE

INFORMING 
CHANGE

Working Towards Racial Equity
in Environmental & Outdoor Science
Organizations – 2-year Workshop Series



Plan for this Session

- About the Program
- Mutual Commitments
- Application Guidance
- Q&A

About Us

This workshop series is co-constructed and co-facilitated by The Lawrence Hall of Science and Justice Outside. It will be evaluated by Informing Change. It is part of a multi-year research study led by the Research Group at The Lawrence Hall of Science.



This project is supported by the National Science Foundation under Grant No. 2005829. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.

This workshop series is based off a pilot project, Working Towards Equitable Organizations, funded by the Pisces Foundation and the Clarence E. Heller Charitable Foundation.

About the Program

Goals

Overview of Program

Timeline

Goals of the Program

- **Develop and continuously improve the capacities** of organizations to make systemic improvements for working toward racial equity.
- Develop a **model** for organizations to work towards racial equity that can be broadly implemented in the field.

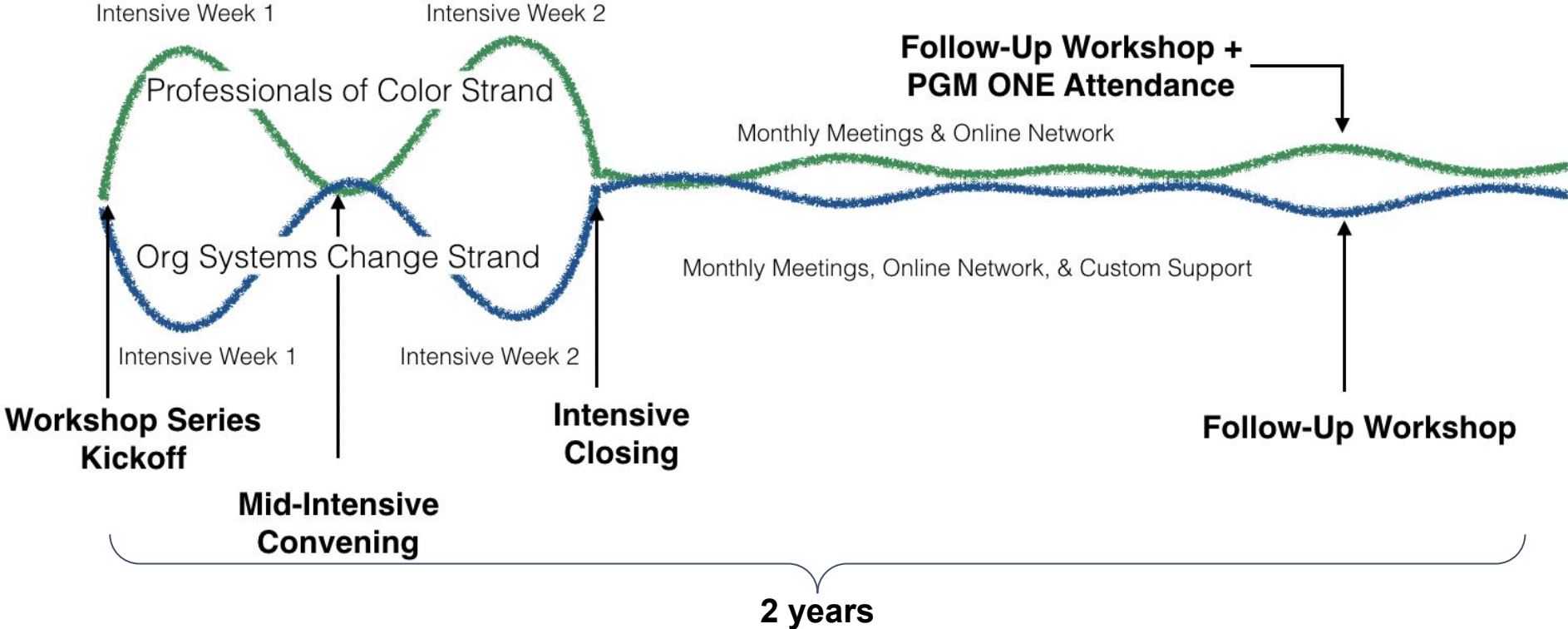
Research & Evaluation

- Research is led by the Research & Impact Group at the Lawrence Hall of Science and aims to build the field's understanding of the factors and conditions that contribute to racial equity and institutional change in environmental education. Through this work, we aim to center the experiences and perspectives of BIPOC staff in gaining a more critical and nuanced understanding of racial equity in environmental education.
- The evaluation, led by Informing Change, aims to use feedback to support continuous improvement of the project activities and build out a scalable model.
- Research & Evaluation activities may include surveys, observations, interviews, and sharing of organizational artifacts and documents.

Overview of Program

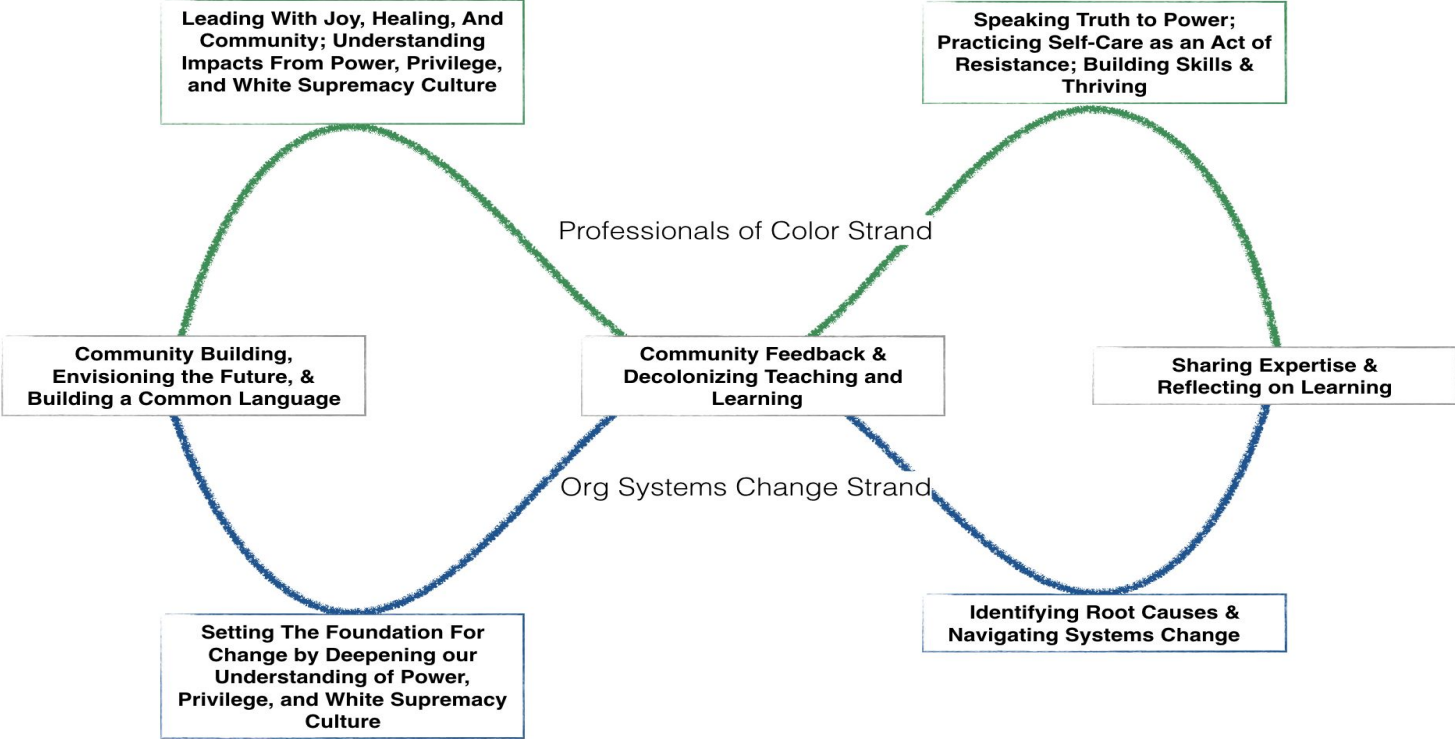
5-Month Intensive

Ongoing Virtual Engagement & Custom Support



Overview of Program

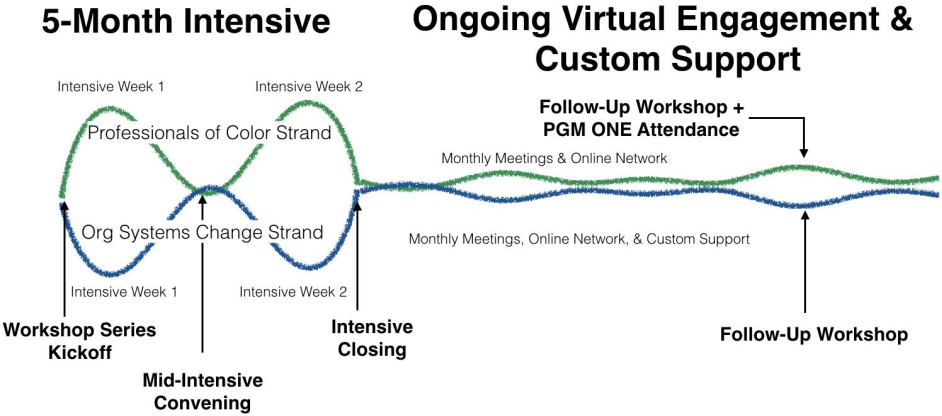
5-Month Intensive



Overview of Program

- Two strands:
 - Organizational Systems Change Strand
 - Professionals of Color Strand
- 5-month Intensive with two strands
 - 40 hours per strand (76 hours if participating in both strands)
 - Three whole-group sessions where all participants meet together.
- 19 months of additional ongoing technical assistance and custom support
- A total of 2 years of support

Program Timeline*



| | <i>5-Month Intensive</i> | <i>Ongoing Support</i> |
|-----------------|--------------------------|------------------------|
| Cohort 1 | August-December '21 | Jan '22- July '23 |
| Cohort 2 | February-May '22 | June '22-January '24 |

*Subject to change given pandemics and other global catastrophes

Mutual Commitments

Organization Commitments

Individual Participant Commitments

Our Commitments to You

Your Commitments to Us

- Organization support of participating individuals
- Gathering an Organizational Systems Change Team
- Gathering a Professionals of Color Team

Organization Support of Individuals

We ask that each participating organization commit to supporting individual participants with:

- Adjusting schedules in the case that there are conflicts workshop series events
- Paid time to participate
- Release time for participants to complete work as a result of the workshop series
- Access to relevant organizational documents (e.g., strategic plan)
- Access for each participant to a computer with Zoom, a webcam and mic, and a good internet connection (*financial assistance for equipment available*).

Gathering Teams

Participating organizations are expected to invite **two teams*** to fully participate in each workshop strand.

- Organizational Systems Change Team
- Professionals of Color Team

*Some individuals may be on both teams

Organizational Systems Change Strand

- This strand is focused on organizational systems change. This team should be made up of 3-7 organization leaders, who strategically represent different spheres of influence at different levels within your organization (a distributed leadership team).

Sample Participants in Organization Systems Change Teams

Sample Org 1

Director of Education

Director of Guest Experience

Community and Outreach Programs Coordinator

Education Manager

President and CEO

Trustee

Sample Org 2

Partners Schools Program Manager

Garden Programs Manager

Co-Executive Director

Director of Programs and Partnerships

Co-Executive Director

Communications and Impact Specialist

Development Coordinator

Director of Education

Board Member

Sample Org 3

Program Director

Board Member

Education and Communications Coordinator

Executive Director

Greening Urban Watersheds Program Manager

Community Outreach Coordinator

Lead Environmental Educator

Community Programs Manager

Spheres of Influence to represent within the Organizational Systems Change Team

- administrative and decision-making authority over mission, budget (e.g., executive director and/or board member)
- curriculum, hiring, instruction, professional learning (e.g., program director)
- community engagement
- managing instructional staff (e.g., coordinator or lead instructor)
- teaching (e.g., influential instructor)
- hospitality
- human resources
- facilities

Organizational Systems Change Team

- Invitations should be given based on the criteria above, not based on assumptions about a staff member's race and/or additionally marginalized identities, or assumed desire to do equity work.

Organizational Systems Change Team

- Each Organization Systems Change team should reflect the size, context and governance structure of your unique organization.
- Teams should also aim to reflect the demographic composition of both an organization's own workforce and the communities it serves or hopes to serve.

Professionals of Color Strand

- Provides the individuals with professional development and network building opportunities to increase their pathways for career advancement.
- Organizations will invite staff members to join this team ***after*** your application has been accepted and selected into the project.

Individual Commitments

Org Systems Change Team

- Commit to efforts & actions for organizational change towards equity

Professionals of Color Team

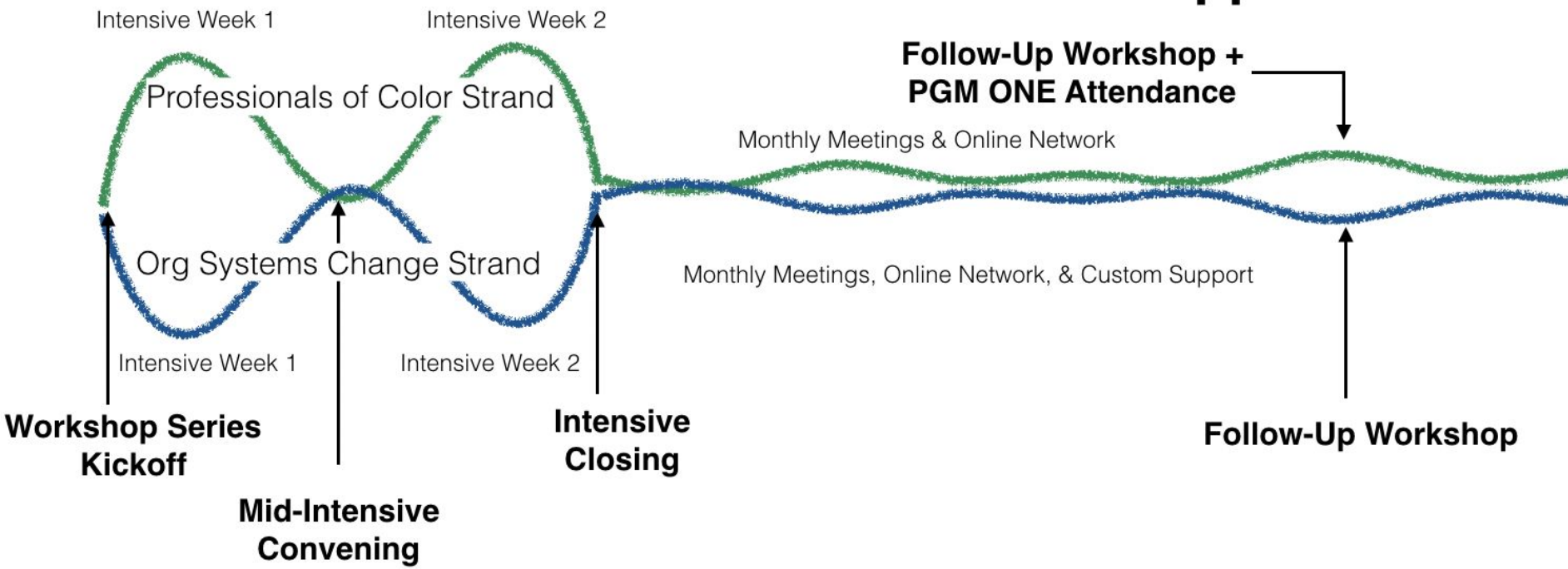
- Commit to efforts & actions that build network and advance career

Note: These teams will largely function independently but will intersect strategically throughout the effort. Some individuals may participate on both teams.

How both teams fit into the timeline:

5-Month Intensive

Ongoing Virtual Engagement & Custom Support



Individuals on both teams commit to:

- Engage in open-minded, reflective dialogue
- Share their time, focus, creative energy, and expertise
- Collaborate with organization team members
- Share lessons learned and challenges across organizations.
- Be full virtual participants (e.g., being on camera during events)
- Participate in Evaluation and Research activities

Our Commitment to You

This workshop series is funded by a grant from the National Science Foundation. There are no registration cost to participants or organizations *(however, organizations must commit to paying for the time of its team members to fully participate)*.

We commit to provide:

- An initial workshop series for each team (organization systems change and professionals of color), totalling 40-hours of professional learning over 5 months
- Ongoing virtual engagement, up to 25 hours over two years
- Online network to facilitate shared learnings and resources

We commit to provide:

- Up to four days of virtual consulting/technical assistance for each participating organization, such as (but not limited to) leadership coaching, document review, website audits, staff surveys, or revising hiring practices, among other possibilities.
- Room, board, and a travel stipend for any in-person events (should gathering in-person be an option)

Application Guidance

Eligibility

- Open to all outdoor science organizations, including those dedicated to outdoor learning, environmental justice, environmental science, environmental literacy, youth development, and community development.
- Must be able to gather an Organizational Systems Change team and ideally at least one participant in the Professionals of Color cohort.

Eligibility (continued)

While the WTRE workshop series is focused on the particular context of racial equity in the United States, we welcome applicants from organizations all over the world.

You can see a sample of the kinds of organizations in the program by [checking out the Fall 2021 Cohort](#).

Application Guidance

- Each organization will be asked to complete an application on our website: beetlesproject.org/wtre/
- You will be asked to provide names and emails for each person on your Organizational Systems Change team, and each of those people will be asked to submit a short individual application (emailed directly to them)

Application Timeline

- Organization applications are due **September 12th.**
- Each individual participant from the organization must also complete their short application, which is due by **September 17th.**
- Interviews will occur on a rolling basis, after a full application has been submitted and reviewed.
- Selection process will be completed by **December 2021.**

Key dates

- Cohort 2 Finalists Interviews: October, 2021
- Notification of Acceptance into Cohort 2:
- December 2021
- Welcome Webinar for accepted organizations:
12/7/2021, 2-3pm PT
- Second Cohort Begins: February 7, 2022

What do we hope to learn from your application?

- Where is your organization in its journey toward equity, inclusion, and cultural relevance?
- How do principles of equity, inclusion, and cultural relevance guide your organization's leadership and decision-making?
- Is your organization able to demonstrate support for systemic change at the organization level?
- Does your organization have clear and specific goals related to equity/inclusion and/or clear and specific challenges to overcome?

What do we hope to learn from your application?

- Does the organization demonstrate willingness to share and hear new perspectives?
- Does the organization demonstrate a clear commitment to supporting both the Organizational Systems Change team and the Professionals of Color team?
- Do the individuals making up the Organization Systems Change team demonstrate influence over the organization?
- Do the individual applicants demonstrate a commitment to participating?

We are here to support you if you have questions about the program or your application!

Resources

- Find all program info, and the application here:
<http://beetlesproject.org/wtre>
- Email us here: beetles@berkeley.edu
- View these slides [here](#).
- A [recording](#) of this webinar is available if you want to review this information again before you complete your application.

More Opportunities to Connect

Upcoming Open House Sessions

Drop-in at any point during the hour to ask questions. There will be no formal presentation during this time.

- Aug 19, 2021 3:00 PM-4:00 PM Pacific Time
- Sep 2, 2021 11:00 AM- 12:00 PM Pacific Time

Register for these sessions at <http://beetlesproject.org/wtre/>

Questions

Thank you for joining today!

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