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

- Professionals of Color Strand
- Org Systems Change Strand

Workshop Series Kickoff

Mid-Intensive Convening

Intensive Week 1

Intensive Week 2

Ongoing Virtual Engagement & Custom Support

- Follow-Up Workshop + PGM ONE Attendance
- Monthly Meetings & Online Network

Follow-Up Workshop

Monthly Meetings, Online Network, & Custom Support

2 years
Overview of Program

5-Month Intensive

Leading With Joy, Healing, And Community; Understanding Impacts From Power, Privilege, and White Supremacy Culture

Speaking Truth to Power; Practicing Self-Care as an Act of Resistance; Building Skills & Thriving

Professionals of Color Strand

Community Building, Envisioning the Future, & Building a Common Language

Community Feedback & Decolonizing Teaching and Learning

Org Systems Change Strand

Setting The Foundation For Change by Deepening our Understanding of Power, Privilege, and White Supremacy Culture

Sharing Expertise & Reflecting on Learning

Identifying Root Causes & Navigating Systems Change
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*

<table>
<thead>
<tr>
<th>5-Month Intensive</th>
<th>Ongoing Support</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cohort 1</strong></td>
<td></td>
</tr>
<tr>
<td>August-December ‘21</td>
<td>Jan ‘22- July ‘23</td>
</tr>
<tr>
<td><strong>Cohort 2</strong></td>
<td></td>
</tr>
<tr>
<td>February-May ‘22</td>
<td>June ‘22-January ‘24</td>
</tr>
</tbody>
</table>

*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).
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

- Intensive Week 1
- Professionals of Color Strand
- Org Systems Change Strand
- Intensive Week 2
- Workshop Series Kickoff
- Mid-Intensive Convening
- Intensive Closing

Ongoing Virtual Engagement & Custom Support

- Follow-Up Workshop + PGM ONE Attendance
- Monthly Meetings & Online Network
- Monthly Meetings, Online Network, & 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](http://beetlesproject.org/wtre)
- Email us here: [beetles@berkeley.edu](mailto: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!
Thank you for joining today!