

Ideas, Findings, and Strategies Breakout Groups Created

Community Engagement Breakout Group

Brainstorm ideas:

LADDER OF ENGAGEMENT	EVENT PLANNING	PRIORITIES	WILDCARD
Provide relevant training in community by community leaders	Collaborative planning and facilitation	Support community needs	Go to events hosted by community to show support
Ask those you engage to become the next generation of trainers	Utilize resources in community (don't outsource)	Find common ground of organizational/community priorities	Listening tours and community visioning sessions
Community pillars (schools, churches, rec centers)	Get the word out (neighborhoods, social media)	Health, trash, air/water quality	
Culturally appropriate outreach and messaging	Plan fun community events and events for kids to draw families		
Determine best location and times to meet	Think outside the box!		

Cost/Impact Graphs

- Community program
- Trainings/workshops
- Build personal relationships
- External trainings/workshops
- Focus groups

Chosen strategy Concept (your strategy, tactic, tool, idea):

Planning community program that meets community needs.

Focus group ⇒ community members are the experts

Biggest Challenges:

- Finding community experts
- Cost
- Getting people involved
- Building trust/open space
- History of distrust

Greatest Opportunities:

- People committed to the program
- Building ownership
- People are empowered
- Empowering actions to become invested
- Building leadership
- Community driven solutions

Benchmarks for Success (How you will know its working):

- People are engaged and stay engaged
- Qualitative ⇒ stories on impact
- Relatable for community
- People coming back and bring new people

Getting your Board on Board Breakout Group

Brainstorm ideas:

CEO SUPPORT	BOARD OUTREACH	LEVERAGE MEMBER SUPPORT	DEFINING REPRESENTATION
CEO must buy in!	Define Board roles and action plan in DEI process.	Conduct member polling on priorities	Should be BROAD!
DEI work is clearly listed on agenda of Board meetings	Raise profile in the press of different communities.	Tap into member history on EJ issues	Geography to including underserved communities
Use metrics to show impact if Board is more representative of target community	Create a board resolution, committee & staff liaison for DEI	Show quantifiable ways that changes have been made by getting involved	Evaluate programs and communities served by DEI--be explicit about what it means for your area.
	Emphasize big donor support for DEI		Never sacrifice quality
	Recruit from outside normal audience (academia/environ)		Beware of consultants
	Look for models- ask advice		Strategic Patience
	Evaluate give/get		

Cost/Impact Graphs

- Hire consultant to build process
- Allow staff to drive solution to problem
- Meet boards with diversity consultants
- Briefing/Education Board on DEI at board meeting
- Year over year plans that include measurable targets
- ID what diversity means for your board
- Find a good board member ally or allies
- Help board develop new network connections

Chosen strategy Concept (your strategy, tactic, tool, idea):

- Develop DEI goals, objectives, strategies throughout all core programs,
- engage board in program work where possible to develop DEI relationships
- Donor driven change
- Intentionality Priority \$\$\$

Biggest Challenges:

- Board culture
- Staff cover
- Lack of time
- Resource comp. (zero sum)
- Funding structure

Greatest Opportunities:

- Ownership and new blood
- Increased \$\$\$ (Results)
- Org. culture shift
- ↑ Effectiveness, sustainability, and relevance

Benchmarks for Success (How you will know its working):

- Board comp. change
- Look at the optics
- ↑ Effectiveness, representation, and impact ∴ Programs

Metrics Breakout Group

Brainstorm ideas:

QUALITY V. QUANTITY	TRANSFORMATIONAL ORGANIZING	REPORTING	RELATIONSHIPS	WILD CARD
Enhancing diversity vs. balance	Assess who you serve v. who benefits you	New communities non-conservation priority	Important community leaders are key informants!	Gather metrics at events for baselines
Avoid quotas	Include community leaders in discussion	Should you set diversity targets?	Note meetings attended, not hosted, by your organization	Note low income diversity
People should be reflective of your region/service area		Mapping Board member locations	Ask how many new communities we have relationships with.	Finding a board champion!
How do you factor diversity into grant/funding selection decisions?		Mapping demographics	Ask how can our work serve others goals?	
Define DEI for region				

Cost/Impact Graphs

- Intersectional issues
- Know what diversity you're striving for
- Community partner blog posts
- Set a diversity baseline
- Baseline in hiring (applications, who is being interviewed)

Your chosen Concept (your strategy, tactic, tool, idea):

To incorporate metrics to include diversity, equity, and inclusion - Assess where you are, what you are missing, and what you need to do to move forward.

Biggest Challenges:

- Staff capacity/time
- Internal buy-in
- Mission realignment/priority
- Funder expectations

Greatest Opportunities:

- New funding opportunities
- Larger base/members
- Increased legitimacy
- Enhanced perspectives/priorities
- Resiliency

Benchmarks for Success (How you will know its working):

- Comparing results
- Timeline/longitudinal goals
- Incorporating DEI in metrics
- Grants won

Strategic Planning Breakout Group

Brainstorm ideas:

STAKEHOLDER INVOLVEMENT	DEI IN DOCS	NEW PROGRAMS	DEFINE GOALS VISIONS & TARGETS	FUNDING/ RESOURCES	WILD CARD!
Post on diverse platforms and different languages	Add DEI to strategic plan and discuss with board what that means for your organization	Leadership development to focus on youth and young adult activities	Set a diversity goal for your board and leadership	Corporate sponsor for EJ work	Hire bilingual speakers
Partner with groups already focused on target communities	Move office headquarters to an area effected by env. Justice	Meet with diverse candidates	Recruit members from the community to be on the board	Fund IDEAS, not	Use data from region to show gaps
Organize listening sessions and focus groups	Incorporate written action items and objectives into governing documents	Identify employees looking for a more diverse development program	Conduct DEI staff training	Fund diverse groups that challenge status quo	If board already diverse, when get stakeholder involvement?
DEI working groups on board	Use more accessible language throughout	Develop programs that speak to the stated needs of diverse communities.	Don't confuse tactics with outcome		Ensure that the narrative reflects the COMMUNITY values, not the organizations.

Strategic Planning Cost/Impact Graphs

- Fund pipeline (capacity not pipes) build in communities of color
- Fund equity and inclusion capacity building
- Who should be involved in your efforts. Ask the people you want to work with what their concerns and priorities are. Then try and merge your issues with theirs
- Do not approach people with an agenda
- Include impacted community in developing plan
- Incorporate issues of importance to them
- Bring stakeholders IN to the drafting process
- Determine what issues are of importance to all stakeholders
- Include impacted community members in these discussions and planning processes
- Meaningful engagement: listen first and then decide how to approach and tailor programs
- Creating mobile office to go to EJ areas
- Hire a consultant
- Community in residence funded

Strategic Planning The Group's Chosen Concept (your strategy, tactic, tool, idea):

Create a mobile office to bring community to us, and establish a **reliable** presence in target communities.

Biggest Challenges:

- Upfront cost
- Staffing issues
- Collaboration with other groups already involved

Greatest Opportunities:

- Build trust
- Getting upfront input from communities
- Tapping into existing community structure instead of starting from square one

Benchmarks for Success (How you will know its working):

- Number of people taking ACTION/spreading the word
- Capacity building-what steps are taken to demo increased capacity?
- Policy achievements
- Return visits/self-ID as part of the movement (quality not just quantity)
- Increased number of people taking action, increased capacity building, increased policy achievements, more engaged community members.