Warmup Activity
Introductions

- Laura Mann Hill, Stewardship & Education Director
- Sam Armacost, Stewardship & Education Program Associate
- Naomi Nickel, Environmental Stewardship Institute Program Associate
What is Collaborative Pathways?
Collaborative Pathways Info

- Consortium of environmental groups seeking to increase racial and cultural diversity within our organizations and our sector in Minnesota
- Wide range of programming for underrepresented groups in participating organizations
- Exploring and collaborating on career pathways
- Response to white-led environmental organizations struggling to recruit and retain BIPOC
Patterns at Environmental Organizations
Patterns at Environmental Organizations - Sam

- DEI without culture shift
- Impact vs. intention
- Accountability
Youth Perspective
Youth Perspective on Collaborative Pathways - Naomi

- Centering youth
- Removing barriers
- Adultism
Systemic Trends Literature Review
Literature Review - Laura

● Best practices and models
● Opportunities for collaborations
● Systemic challenges and barriers
Breakout Groups
Breakout Groups

- What challenges are you facing in your workplace or organization?
- How can we build collective power and systems of support that actually center the communities that are impacted?
Questions?
Thanks!
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