



Collaborative Pathways

Presentation by Laura Mann Hill, Sam Armacost, and Naomi Nickel

Warmup Activity

Introductions

- Laura Mann Hill,
Stewardship & Education
Director
- Sam Armacost, Stewardship
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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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