



*Cultivating the Future
of Environmental Education*

What can my organizations do if we cannot offer in-person programming right now?

Ideas for continuing to pay staff

1. If you have an emergency fund, this is a good time to use it.
2. Reach out to funders and request that program-specific funding be converted to general operations funding given the unique, unexpected circumstances. See example below:

Phone calls, when feasible, with funders are ideal during this time. Reach out quickly and begin the conversation about the unique position we are all in and emphasize the investment they have already made in your programs and organizations. Highlight that we all play roles in helping our communities during this time and there is an immediate need right now to support our staff during this time to not put additional pressure on our already pressured systems right now. Share that this conversation is to explore how to use their investment in your work by shifting priorities to continue to build program and organizational capacity and pay staff for the foreseeable future.

Ways your staff can evolve and improve programs during this time:

1. Online professional development, especially with gaining knowledge and experience with the NM STEM Ready! Standards. A great place to start is with our Quick Start Guide available here - <https://eeanm.org/ee-resources/nmstemready/>
The Math and Science Bureau at the Public Education Department has this resource page: <https://webnew.ped.state.nm.us/bureaus/math-science/nm-stem-ready-science/nm-stem-ready-science-resources/>
2. Set up online chats with program staff to explore your programs using the Best Practices Tool for EE Program Development (<https://eeanm.org/best-practices-tool-ee-program-development/>). This tool was developed by over 50 educators with reflective questions that can lead to discussions and ways to improve your programs.
3. Reach out to other organizations and set up online chats to learn from one another. Seek out others working with similar audiences or covering similar content and begin discussing what collaboration or alignment of programs might look like. Don't know where to look? Check out our statewide inventory of programs: <https://eeanm.org/statewide-inventory/>. This could also greatly help with reducing feelings of isolation during this time of social distancing and a way to encourage continued connection, even virtually.

Ways your staff can contribute to organizational capacity building:

1. Set up online conversations with staff to explore ways to build a more inclusive and equitable organization. Consider ways to hire facilitators with the skills to support authentic conversations around equity, inclusion, and justice. Especially if you are a white-led organization, use this time to create a development plan to hire consultants and facilitators (especially people of color-led organizations and groups) to support your organization's transformation.
 - a. Why? <https://www.diversegreen.org> and <https://www.jediheart.com/blog-archive/transformingmovement-justreleased-areadingapproach>
 - b. Complete the "21-Day Racial Equity Habit Building Challenge" with your staff starting March 30th - <https://foodsolutionsne.org/21-day-racial-equity-habit-building-challenge/>
 - c. Explore readings and host online chats with staff
 - i. <https://www.equityinthecenter.org/wp-content/uploads/2019/04/Equity-in-Center-Awake-Woke-Work-2019-final-1.pdf>
 - ii. <http://beetlesproject.org/cms/wp-content/uploads/2019/06/Examining-Equitable-and-Inclusive-Work-Environments-in-Environmental-Education.pdf>
 - iii. <https://www.aecf.org/resources/race-equity-and-inclusion-action-guide/>
2. Develop or update a risk management policy - here's a place to start: http://www.outdoorsafetyinstitute.com/pdf/10_Steps_10_14.pdf
3. Explore how to incorporate trauma-informed and social and emotional learning into your daily practice. <https://www.edutopia.org/article/how-and-why-trauma-informed-teaching>
4. Design an ongoing staff coaching program - <http://beetlesproject.org/resources/reflective-teaching-tools/>
5. Revise program evaluations. Check out this great 4-hour online module by the North American Association for EE on "Research and Evaluation": <https://naaee.org/eepro/learning/eelearn/research-evaluation>

Track all of the efforts completed by your staff. This documentation can be shared with funders to show how the money was used. So often, we don't take time to plan and reflect and there's a lot of brain trust in our organizations that can be utilized during this time to lift up organizations in the long-term.

What if I'm getting paid and/or don't have any work tasks during this time? Reach out to an organization and ask how you can volunteer virtually! Also, donations are so helpful to us small nonprofits during times like these. Here at EEANM, there is no funding currently to support this work of connecting, providing resources and ideas, and hosting conversations like these. A little goes a long way for us in times like this - <https://eeanm.org/donate/>.