

**NMDOH COVID-19 Website** - [cv.nmhealth.org](http://cv.nmhealth.org)

**Coronavirus hotline HEALTH-RELATED questions:** 855-600-3453

**Coronavirus hotline for FAMILY SUPPORT AND NON-HEALTH-RELATED questions:**  
833-551-0518

**Governor's announcement of closing NM schools through April 3rd:**

<https://webnew.ped.state.nm.us/wp-content/uploads/2020/03/Temporary-Closure-of-All-Public-Schools.pdf>

Important highlights:

- Meals for students will still be provided at schools as grab and go options
- Teachers and school staff will be paid during this time
- School buildings, including health centers, will remain open
- Distance learning, where feasible, is encouraged

**Unemployment changes going into effect (from Department of Workforce Solutions):**

Starting Monday, March 16th, the work-search requirement will be waived for anyone whose job is affected by COVID-19 who seeks unemployment compensation. Workers are highly encouraged to apply for benefits online at <http://www.dws.state.nm.us>. There is an 800 number available as well (877-664-6984) but online is the preferred option.

**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/transformingamovement-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](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/>.

Why host this virtual community conversation?

- Our work is community-centered
- We believe our community has thoughtful, innovative ways to respond to challenges
- Environmental educators are systems thinkers whose thinking can benefit NM right now

People are feeling many different things right now. All is true, all experiences are valid.

Some community guidelines for today:

- All voices heard and respected
- What's true today, may be different tomorrow
- Impacts will be different for different individuals and communities
- Innovative, bold, new ideas are welcome
- Notes are being taken and will be shared

**Environmental Education of New Mexico's Vision:** We believe that every New Mexican should have access to high-quality, engaging, and meaningful environmental education opportunities. This will lead to a thriving future for all, where environmental and social responsibility drive individual and institutional choices.

**Our Mission:** Through implementing an advocacy-focused movement as well as advancing collaboration and leadership, EENM will ensure every NM child has equitable access to environmental and outdoor learning.

**Population Served:** By investing in leaders and collaborators that represent a variety of educational experiences and perspectives, the ultimate recipients of our work will be the heart of New Mexico, our students from preK-12th grade.

### 2-3pm Managers, leaders, and administrators Conversation

- NM Out of School Time network is capturing and sharing a lot of resources on Facebook page - and at this link: <https://nmost.org/covid-19-resources>
  
- Distance learning is not offered everywhere due to equity - students without internet access could experience a larger gap in knowledge.
- Instructional time will (probably) not be made up - required instructional time being waved
- Unemployment Insurance : reach out to Dept. of Workforce Solutions, waiving work-search requirement,
  - 1-800 for folks to call for unemployment benefits.
  - Specific COVID related details for workforce <https://www.dws.state.nm.us/COVID-19-Info>
  
- Continuing to Pay Staff:
  - Emergency Fund if available
  - Reach out to funders - start the conversations about the extraneous change during this funding period
  - Convert as much as you can to general operating funds (encourage conversation around meeting immediate needs of org through Ops funds)
- Alternative staff time:
  - Professional Development
  - Including/improving Best Practices with-in programs
  - Take note of what staff is doing to show to funders that funds are going towards worthwhile investments geared toward moving forward
  - Revise program evaluations
  - Update risk management policy
- Challenges:

- “How to use Zoom” tutorials to improve remote working within teams
- Some free accounts zoom.us/test
- Seasonal Staff - How to modify the expectations of the work?
- People pulling out of programs and asking for refunds:
  - Reach out to folks - express need to continue to pay staff and continue conversation about refund - eg”can we please use your tuition to continue to pay staff - not stress unemployment system
  - There is not a standard refund policy and insurance policy unknowns
  - ACA guidelines about refunds?
  - In some instances - Global pandemic is not “an act of God” and coverable
- Online Programs - Facebook live, YouTube, some sort of list of shared resources with activities for people to do
- Outside - How to communicate how to be safe outside - language from CDC hopefully coming
- Transparency towards fund with staff and customers
- Families: guidelines are constantly changing, fluctuation on how people feel about being outside, erring on side of caution currently, but may change by next week
- Think about what other options for being outside are there - some families to not wanting to hike or go to parks, and how some families view outside time may differ from our own.
- Hiring - attempting to hire people at this time when summer programs are still up-in-the-air, will they have a job to offer in a month
  - Planning for summer, not many applicants applying for summer positions
  - Flashbacks to 2008!!!
  - Planning makes sense for now, but things may change by the time gets here
  - Refund Policies - resource share
  - Line of credit from banks can mitigate some cash flow demands for now
  - <https://www.sba.gov/page/guidance-businesses-employers-plan-respond-coronavirus-disease-2019-covid-19#section-header-0>
- Regular meetings and conversations during this time, as well as when things start to smooth over
- Check-in with staff and clients
- Innovations: iNaturalist, NatureMatters, Pajarito - online programs started today, Zoom hangouts for support, Facebook Live, what can we do to elevate EE to all of the teachers that have the capacity to do professional development and planning through the “end of school”
- Weekly/bi-weekly chat, should we remain group specific, would it be best to have a general chat with everybody, does it depend on how the next chat goes, maybe a specific summer programs/camps group in the future - For now, Monday afternoons BECAUSE WE ARE ALL FLEXIBLE!!!
- Be adaptable

3-4pm Educators, Teachers and Community Members Discussion

PEEC launched Take it Outside today, sharing outdoor challenges, content, crafts- see the school closure as an opportunity to be outside more than usual.

<https://peechnature.org/take-it-outside-day-1/>

Generic outside activities that can be done outside without supplies or prior knowledge. Generic activities that could be done anywhere in NM

Set up a self-guided activities on a trail-chalk self guided activities on a sidewalk, for people who can't get out to a trail.

Pass out fliers/activities with school lunch services

Does a system shake-up like this large gap in learning lead to more positive feelings for year-round school?

Is sharing materials (like paper) safe right now? This is unknown at this point, what are schools and groups distributing food doing to reduce the risk of contamination

There is a national discussion right now trying to get information from reputable sources (like the CDC) about how to be outdoors responsibly, how to be outdoors and maintain social distancing. How do we promote good use of the outdoors and keeping outdoor spaces open? The forest service may have recreation specific guidance about this.

How do we use the brain power of teachers who are not in school right now.

Educators and teachers are not feeling secure enough to go for new PD opportunities right now. Down the road yes

Resources from companies that are offering free subscriptions right now

<http://www.amazingeducationalresources.com>

Feel free to share resources with Eileen (director@eeanm.org) and she will compile them and send out an EcoEd email

Teleworking is a new challenge for some, looking forward for new ways to collaborate, new and interesting collaborations will help some work from home

How do you have group/community meetings online? Zoom, Google Hangouts, YouTube etc...

How do educators whose jobs are mostly hands-on with public function in these times?

Weekly check-ins with this group