Speaking Truths About, For, and To Power
in Evaluations of Inclusive Leadership Initiatives

November 3, 2018
10:15–11:00am

Laura Rodriguez, Youth Outside
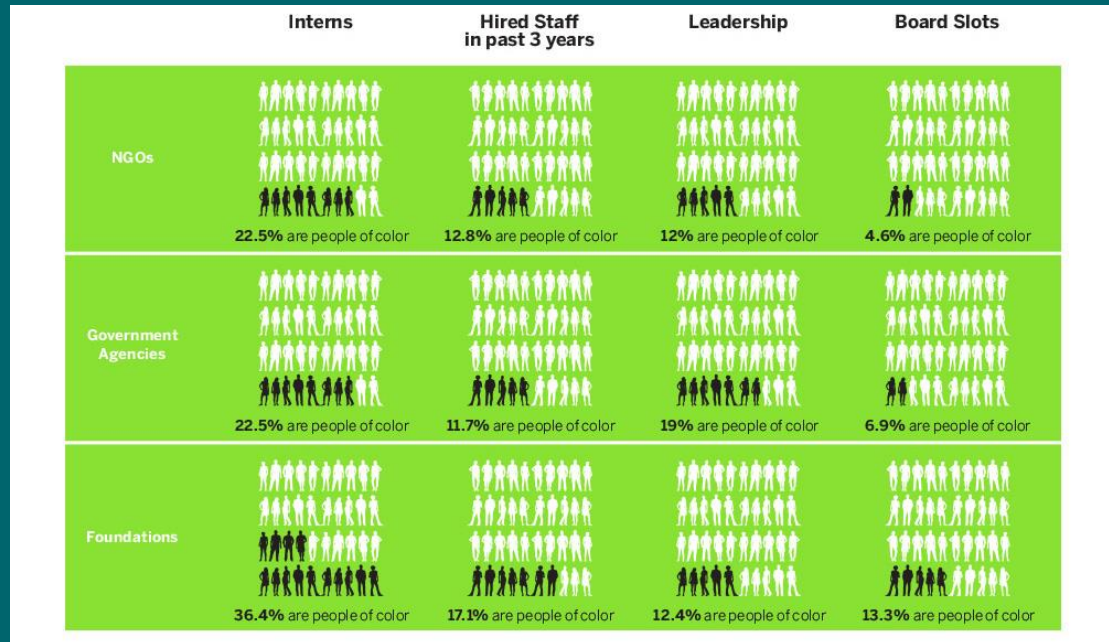Michael P. Arnold, Informing Change
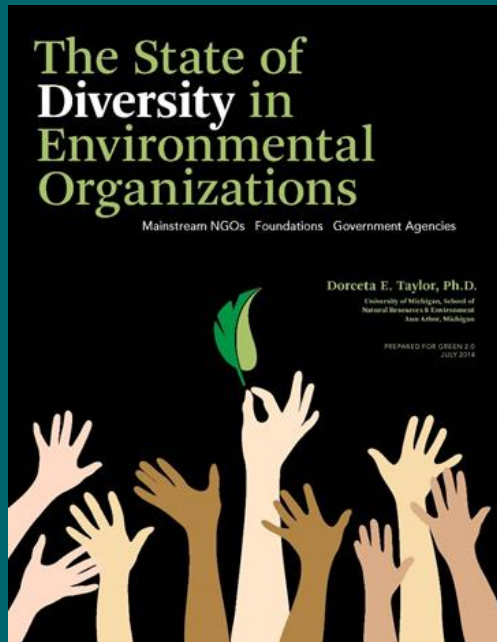Michael Hannaman, Informing Change

Introduction to the Evaluation
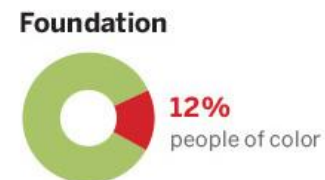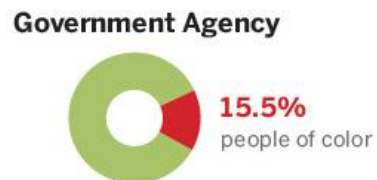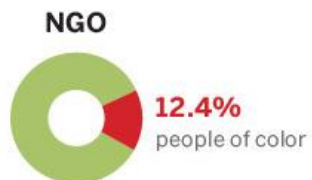## OEI Program Components

- Intersection of social justice, identity, and the outdoors

- 3 months of weekend and evening trainings

- Prepare participants to bring their leadership to organizations

- Prepare organizations to expand culturally responsive leadership

How we got here…

The State of **Diversity** in Environmental Organizations

Mainstream NGOs Foundations Government Agencies

Dorceta E. Taylor, Ph.D.
University of Michigan, School of Natural Resources & Environment
Ann Arbor, Michigan

PREPARED FOR GREEN 2.0
JULY 2014

	Interns	Hired Staff in past 3 years	Leadership	Board Slots
NGOs	22.5% are people of color	12.8% are people of color	12% are people of color	4.6% are people of color
Government Agencies	22.5% are people of color	11.7% are people of color	19% are people of color	6.9% are people of color
Foundations	36.4% are people of color	17.1% are people of color	12.4% are people of color	13.3% are people of color

Staff Diversity in Environmental Organizations

NGO
12.4% people of color

Government Agency
15.5% people of color

Foundation
12% people of color

Introduction to the Evaluation
Evaluation Components

- **Surveys** of 2017 trainees

- **Surveys and interviews** with graduates

- **Interviews** with partner organizations

- **Focus group** with Youth Outside leadership

An Evaluation of the Outdoor Educators Institute

Advancing Equity & Inclusion in the Outdoor Field

March 2018

Prepared for Youth Outside

Prepared by Informing Change

INFORMING CHANGE
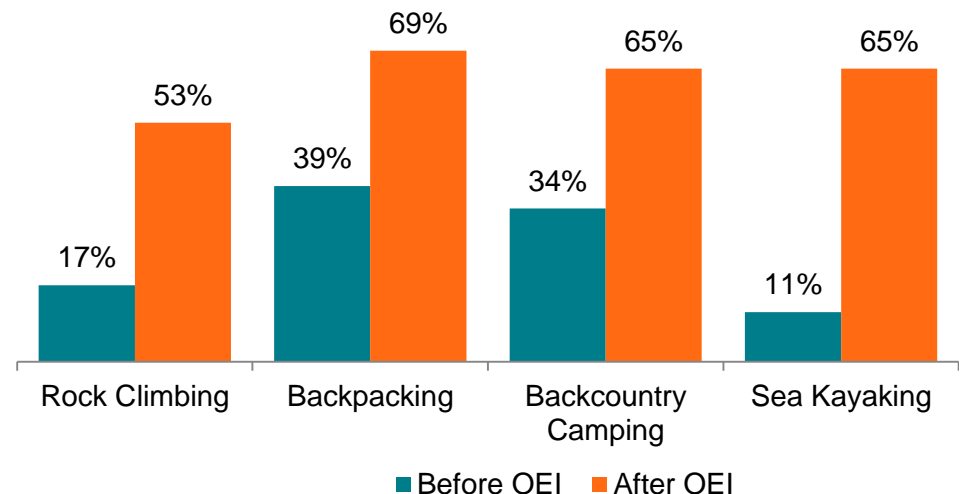
Impact on Participants
Key Findings

- Increased connections to the outdoors

- Increased interest in outdoor education & conservation

- Increased leadership skills

"OEI gave me the tools to go out and be a great candidate in the outdoor field, and tools to better market myself. [...] OEI boosted my confidence around skills, and gave me confidence personally in my development as an adult, as a young person, and as someone part of greater community."

– OEI Graduate

Gains in Outdoor Skills

	Before OEI	After OEI
Rock Climbing	17%	53%
Backpacking	39%	69%
Backcountry Camping	34%	65%
Sea Kayaking	11%	65%

Data Point for Discussion

Those that strongly agree with:

"I know my leadership style has a place in the outdoor education/ recreation field"

Before Outdoor Educators Institute

65%

After Outdoor Educators Institute

38%

Data Point for Discussion

Those that strongly agree with:

"I know my leadership style has a place in the outdoor education/ recreation field"

About Power
Why is this happening?

For Power
What needs to change for these leaders?

To Power
How can we communicate these issues to agency and field leaders to compel change?

Before Outdoor Educators Institute
65%

After Outdoor Educators Institute
38%