

## **POBS 2020 JEDI Action Steps**

**Work 2020 - 2021**

### **1. Take a deep look at our practices**

- Release funds to hire a consultant to help us identify our weaknesses and conduct an audit to assess internal and external experiences of inclusion.
  - POBS hired local firm Cultured ENUF to complete a culture audit (spring 2020) that collected feedback via surveys and focus groups of staff, board, students and neighbors. Those findings recommended that we work on improving within our organization: a culture of psychological safety; more authentic connections to our North Philadelphia neighbors; a staffing pipeline to recruit local students and alumni; and JEDI training infrastructure
  
- Listen and learn from partners and peers who are achieving success
  - POBS staff participated in conversations with Summer Search to respond to their students' POBS experiences (2020)
  - POBS staff participated in two series of peer workshops led by Justice Outside and the New Jersey League of Conservation Voters on JEDI issues specific to the history and circumstances of environmental organizations (2021)
  - The POBS Task Force worked with Justice Outside to craft a Racial Justice Statement (2022)
  
- Provide a process of ongoing Justice, Equity, Diversity, Inclusion (JEDI) training for all staff and board
  - Created a Task Force of staff and board members to focus on responding to the Culture Audit (2021)
  - 50 staff, including admin and field instructors, participated in a two-day anti-oppression training focused on racial and LGBTQ equity (2021)
  - Board meetings throughout have included conversation about the impact of structural racism on POBS practices (2021, 2022)
  - Job posts rewritten to follow Aparna guidelines for equity (2020)

### **2. Implement strategies to further diversify our staff and board to better reflect our students**

- Hire more Black and Brown employees for leadership, administrative and instructor roles
  - 50% administrative hires since summer 2020 are Black or Brown
  
- Create programs and pathways to employment for our students at POBS or in experiential outdoor education, including new opportunities for high school graduates under 21
  - POBS has launched a new Alumni program to proactively engage graduates of our programs
  - POBS is partnering with Audubon Mid-Atlantic to administer an "Ambassador" program to effectively engage high school youth in hands-on programming at The Discovery Center and to explore career pathways in the environmental education sector
  - Two POBS alums hired in 2021, two more in 2022
  
- Continue to diversify the Board of Trustees, including POBS alumni
  - 33% of board members elected since summer 2020 are Black or Brown and in 2022, total Black or Brown representation on the board is 33%

- Assess employee compensation to make sure POBS is a viable career choice
  - Apprentice Pay increased (2021)
  - Per Diem positions converted to new salaried positions for Faculty Instructors and Program Coordinators (2020)
  - A compensation study is underway to compare POBS salary to similar positions at other OB schools, the local nonprofit market, and the local for profit market; findings will considered in 2023 budget planning

### **3. Make changes to ensure POBS is welcoming, inclusive and equitable**

- Revise scholarship processes for equitable access by Black and Brown students
  - Complete and shared with Board December (2021)
- Increase public access programming for neighbors of The Discovery Center
  - POBS and Audubon expanded public access by 25 hours per week in summer 2021; twice monthly public-facing program days now offered (2021, 2022)
  - POBS has staffed bi-weekly Saturday “Discovery Day” programs to promote near neighbor engagement, including days for canoeing, zip lining and (coming in winter 2022) rock climbing
  - Discovery Day attendance is approx. 50/per event in 2022 with 30% North Philadelphia representation
  - Community Engagement Committee (formed in 2019) is meeting bimonthly
  - Climbing helmets adapted to reduce hair style incompatibility (2021)
- Commit to hiring Black and Brown local vendors for POBS and Discovery Center needs (e.g., maintenance, catering)
  - In place for catering
- Update our curriculum and marketing materials to prioritize Black and Brown voices and include indigenous people’s history for the lands our students explore on expedition
  - Instructor materials updated (2021)
  - Land acknowledgement on Open Enrollment courses and on social media (2021)