

POBS JEDI GOALS AND ACTIONS 2022 - 2024

1. Goal: Create a culture of respect and belonging for everyone in the POBS community. Success looks like:

- Staff and board build both individual and collective cultural competence and are able to identify and discuss racism and how it may show up in our organization, the environmental sector and our city
- POBS leadership, staff and board take responsibility for creating psychological safety and a sense of belonging at POBS
- Partners are confident their students will experience equity

Activities	Outcomes	2022	2023	2024
a) Task Force of board and staff continues meeting to define, implement and measure progress toward racial justice goals	POBS has dedicated staff time to prioritize this work	in process	continue	continue
b) Draft Racial Justice Statement and circulate for comment	Receive feedback from board, task force, community stakeholders	completed		
c) Board adopts Racial Justice Statement	All internal stakeholders are focused on priorities; external stakeholders are aware of POBS priorities; reassess annually	completed		
d) Facilitated sessions for board members on cultural competence and belonging	Shared knowledge and commitment to personal and organizational impacts		start	continue
e) Equity discussion on each board meeting agenda - including progress reports on these actions	Board understands and values organizational commitment to JEDI and the plan	in process	continue	continue
f) Board orientation: include background on equity efforts at annual session	Board understands and values organizational commitment to JEDI and the plan	completed	completed	continue

Activities	Outcomes	2022	2023	2024
g) Task Force leads ongoing listening and learning sessions for staff and board (March, June, September, November)	All individuals can openly discuss any practices or incidents of racism and oppression at play within the organization and identify improvements	completed - two tours with Judith Robinson	continue	continue
h) Develop anonymous form for feedback on JEDI goals and activities and any concerns about equity at POBS	Stakeholders engage with this goals/actions document and inspire new activities to add to the list		start	continue
i) Ask partners, chaperones, community about any experiences of exclusion, racism, classism and oppression	POBS program team reviews all results to determine and follow through with appropriate action; responds to actual student experiences and eliminates barriers to student participation, increased sense of belonging. POBS does not perpetuate racism, classism		start	continue
j) Governance Crew continues to prioritize board diversity (to reflect the demographics of Philadelphia)	Black and Brown representation increases to 50%, gender parity, with more varied areas of expertise (neighbors, parents, a student rep)	at 35%	goal 42%	goal 50%
k) Re-administer organization culture survey regularly (staff)	Measure change from 2021 benchmark every 2 years and publicize internally and externally. Use findings to inform additional actions on the chart		start	

2. Goal: Establish and sustain authentic community connections. Success looks like:

- Nearest neighbors to The Discovery Center feel welcome and engage in on-site programming

Activities	Outcomes	2022	2023	2024
a) Continue to create and sustain relationships with neighborhood organizations through Insight Days and program progressions	Audiences of partner organizations are introduced to POBS programming and The Discovery Center (TDC) and feel connected	in process	continue	continue
b) Develop an identity-specific needs assessment questions for partner onboarding process	Understand and support language needs, instructor expectations, etc.		start	continue
c) Continue working with TDC Community Engagement Committee (CEC) and EPLACC board to respond to community-identified program interests and needs	Programming offered by third parties and site partners is relevant and of interest. CEC members drive content and attendance. Track and support next steps (space use)	in process	continue	continue
d) Continue Discovery Days and Nights with focus on neighbors	Nearest neighbors feel a sense of belonging and connection to TDC and understand and participate in POBS programming. 5% audience growth and 10% partner growth year to year.	in process	continue	continue
e) Staff, board, and alumni/community members participate in neighborhood focused service days	POBS (including significant board participation) fulfills service ethic, is known/valued by community	completed 2 service days	continue (goal 3)	continue (goal 4)
f) Support TDC communication strategy to reach neighbors (ads in <u>The Scoop</u> , targeted social media promotion, post card mail delivery)	Near neighbors are aware of TDC and POBS activities	in process	continue	continue
g) Support TDC plan for interpretative signage and wayfinding at The Discovery Center	Visitors understand the history of the site (including land acknowledgement) and learn about POBS		start	

3. Goal: Create onboarding pathway to hire more local students and alumni. Success looks like:

- Staff at POBS reflects the demographics and experiences of our students

Activities	Outcomes	2022	2023	2024
a) Improve Apprentice structure and outcomes to address pay, skill development, staff house, retention, cohort support, PT flexibility	People without personal wealth can consider an OB career. More Apprentices stay on as Instructors	in process	continue	
b) Administer Environmental Service Leaders Intern program with Audubon	High school interns have valuable learning experience. POBS has access to a future talent pool. 2-3 in 2022, with growth by 1-2 through 2023. Include Phila Parks and Rec (PPR) and TDC staff and support transitions to POBS work role	in process	continue	continue
c) Administer Alumni (Alumnx) program; collect info about barriers to participation	3-4 events/year. Alumni self-affiliate as POBS community and create a social resource	in process	continue	continue
d) Review what program limitations exist to welcoming 18-21 year old Apprentices	Increase number of alumni and young adults starting careers with OB		start	continue if feasible
e) Learning: explore benefits of recruitment initiatives like BIPOC Fellowship Program, include other Outdoor Education/non-profit organizations within Philadelphia to keep our standards on par or higher.	Increase the diversity of our field staff		start	continue if feasible

4. Goal: Review and Improve Teaching Materials and Practices. Success looks like:

- Students and partners feel a sense of belonging at POBS

Activities	Outcomes	2022	2023	2024
a) Update printed OB Quote Book to include more female, nonbinary, and Black and Brown voices	Readers/listeners see themselves in the messages we champion- description of authors of quotes, printed and in use	in process	in process	
b) Reach out to the Lenape Nation of Pennsylvania to establish a good and right relationship and honor the history of the Susquehannock including their removal from their lands. Follow their guidance for writing a land acknowledgment and include it in all materials.	Our sector’s role in appropriating ancestral lands of Lenni-Lenape is acknowledged	in process		
c) Review curriculum to ensure student-centric	Curriculum changed, student background respected, reduced risk of not belonging		start	
d) Per input from Lenape Nation (above), review and update curriculum to include Indigenous knowledge, history, current affairs, and solidarity, with explicit leadership from and compensation for Indigenous consultants.	Curriculum changed and staff trained		start	

5. Goal: Create organizational infrastructure to support JEDI work. Success looks like:

- POBS has people, policies and practices in place to meet all above goals

Activities	Outcomes	2022	2023	2024
a) Create and deliver comprehensive staff training regularly; Evaluate/Measure Training Outcomes	Consistent learning opportunities for all staff and board members	complete	continue	continue
b) Review policies and processes for inequity	Approach, meet or exceed all best practices	in process	continue	
c) Invest in HR & JEDI staff capacity	HR and staffing functions are not overloaded (ie, are sustainable) and other staff has support system. All practices follow legal, ethical best practices	in process	continue	continue
d) Revise job descriptions to include language for JEDI goals and include in annual performance evaluations	Everyone at POBS is accountable for JEDI		start	
e) Continue to improve/expand process to convert per diem positions to salaried or other structure	People without personal wealth can consider an OB career regardless of financial standing	complete 5 new positions	continue if feasible	continue if feasible
f) Complete compensation and benefits analysis and set goals to ensure sustainable living wages are offered to all	POBS commits to wage benchmarks (x %ile), increasing staff wages over time where needed	complete		
g) Publish Racial Justice Action summary on website and provide quarterly updates online and in printed Annual Report	POBS holds itself accountable to internal and external audiences		start	