

# URBAN WATERS WORKSHOP CLIMATE EQUITY & YOUTH ENGAGEMENT AND JOB CREATION

DECEMBER 1, 2021

Karen Chu | [chu.karen@epa.gov](mailto:chu.karen@epa.gov)  
Jeanine Finley | [finley.jeanine@epa.gov](mailto:finley.jeanine@epa.gov)

Chris Orvin | [orvin.chris@epa.gov](mailto:orvin.chris@epa.gov)  
Ryan Campbell | [rcampbell@michaeldbaker.com](mailto:rcampbell@michaeldbaker.com)

HOSTED BY: THE URBAN WATERS FEDERAL PARTNERSHIP (UWFP)



# Table of Contents

## WORKSHOP RESOURCES

Table of Contents .....	2
Agenda .....	3
Workshop Session #1: Climate Equity .....	3
Workshop Session #2: Youth Engagement and Job Creation .....	4
Panelist/Speaker Bios .....	6
Climate Equity .....	6
Youth Engagement and Job Creation.....	7
(Optional) Job Fair Work Sheet .....	10
(Optional) Career Cluster Work Sheet .....	12
Organizational Resources .....	13
AmeriCorps: Recruitment Brochure and Flyer.....	13
American Forests: Urban Forestry and Green Infrastructure Career Pathways Guides and Pre- Apprenticeship Curriculum .....	13
Community Nature Connection: Naturalist Explorer.....	15
Earth Force: Tools to Improve Your Youth Engagement Project .....	16

# Agenda

December 1, 2021

## URBAN WATERS 10-YEAR ANNIVERSARY WORKSHOP: CLIMATE EQUITY | YOUTH ENGAGEMENT AND JOB CREATION

Wednesday, December 1, 2021

10:00 AM - 2:00 PM EST

Registration and Event access via [Eventbrite](#).

### WORKSHOP SESSION #1: CLIMATE EQUITY

#### Purpose:

Explore ways in which Urban Waters Federal Partnership locations are leveraging their unique role as multi-stakeholder platforms to promote a holistic understanding of local climate threats and identify and advance multi-benefit solutions that garner community support. An opportunity to discuss ways in which UWFPs can support initiatives that develop local leadership capacity.

#### 10:00 – 10:15 AM EST Opening Remarks

Action: The EPA Urban Waters Program Headquarters will welcome workshop attendees and participants and then introduce the Climate Equity panel.

#### 10:15 – 10:45 AM Urban Waters Partner Perspectives Panel

Action: Panelists will lead presentations which will be followed by a moderated Question & Answer session.

- East-West Gateway Council of Governments | Mary Grace Lewandowski
- University of Maryland/Maryland Sea Grant Extension | Kelsey Brooks
- U.S. Geological Survey (USGS) | Bob Shedlock
- USGS Oklahoma-Texas Water Science Center | Julio Beltran

#### 10:45 – 11:20 AM Breakout Groups

Action: A short presentation on the topic of fostering community leadership will set the stage for breakout room discussion.

- River Network | Diana Toledo

#### 11:20 – 11:45 AM Breakout Group Debrief

Action: Return to main session and provide key takeaways from breakout groups discussion.

#### 11:45 AM – 12:00 PM Conclude

*Following the Climate Equity session, there will be a 15-minute break before the Youth Engagement and Job Creation begins.*

## WORKSHOP SESSION #2: YOUTH ENGAGEMENT AND JOB CREATION

### **Purpose:**

An initial conversation amongst Urban Waters Program partners, including non-governmental organizations (NGOs) and academic institutions, to identify job pathways and strategies to connect youth and citizens to jobs in the community or Urban Waters Federal Partnership locations.

<b>12:15 PM EST</b>	Ryan Campbell, MDB Inc., will welcome workshop participants and provide an overview of the session agenda.
<b>12:15 – 12:30 PM</b>	<b>Opening Remarks</b>  <b><u>Action:</u></b> The EPA Urban Waters Program Headquarters team will make opening remarks followed by Amelia Bernstein, Earth Force Board member.
<b>12:30 – 1:15 PM</b>	<b>Urban Waters Partner Perspectives Panel</b>  <b><u>Action:</u></b> Partners below will engage in a moderated discussion on best practices for Urban Waters job creation and youth development: <ul style="list-style-type: none"><li>• American Forests   Joel Pannell</li><li>• AmeriCorps   Sandy Scott</li><li>• EPA Region 6   Randy Rush</li><li>• University of California Cooperative Extension/California Naturalist &amp; Community Nature Connection   Sabrina Drill and Julio Soria</li><li>• University of the District of Columbia   Harris Trobman, Jordan Bond, and Joshua Dillard</li><li>• USGS and Bronx &amp; Harlem Rivers   Stephen Terraciano</li></ul>
<b>1:15 – 1:20 PM</b>	<b>Break</b>
<b>1:20 – 1:50 PM</b>	<b>Open Discussion</b>  <b><u>Action:</u></b> Session attendees are invited to share perspectives on how Urban Waters can leverage job creation programs and strategies to activate youth engagement. Questions will be provided in the chat pertaining to Urban Waters job needs and job clusters.
<b>1:50 – 2:00 PM</b>	<b>Next Steps &amp; Adjourn</b>  <b><u>Action:</u></b> The EPA Urban Waters Headquarters team will recap sessions discussion and outline next steps for action.

### *Perspectives Panel Discussion Questions:*

1. Do you have a vision, mission, and set of goals specific to career pathway development? What are some of the ways your organization is making a difference in underserved communities?
2. What is the biggest challenge regarding youth engagement and local jobs for your location/your organization at the moment? What is a best practice for engaging youth about career pathways relevant to Urban Waters?

3. Do all these partners know their roles in terms of designing and executing career pathways?
4. How can the Urban Waters Program be an on-ramp and leverage successful youth activation and job creation strategies?
5. What do you predict will happen in the next 5 to 10 years? Is there anything we're leaving out here that needs to be addressed?

*Open Discussion Questions:*

1. What are the essential types of jobs needed at Urban Waters locations?
2. If your organization could post three open positions for Urban Waters related jobs, what would they be?
3. To build a pipeline/on-ramp for youth and Urban Waters job creation, would you host a job fair? What are some essential components to holding a successful job fair?

# Panelist/Speaker Bios

## CLIMATE EQUITY

### ***Mary Grace Lewandowski, Director of Community Planning | East-West Gateway Council of Governments***

Mary Grace Lewandowski is a certified planning professional with 25 years' experience in regional and environmental planning. Mary Grace has been the Director the Director of Community Planning at East-West Gateway Council of Governments since 2014 and the Urban Waters Ambassador for the Meramec/Big River Location since October 2019. Mary Grace has B.A. degrees in Political Science and Sociology from the University of Missouri-Columbia and a M.A. in Public Policy Administration from the University of Missouri-St. Louis.

### ***Kelsey Brooks, Regional Watershed Restoration Specialist | University of Maryland/Maryland Sea Grant Extension***

Kelsey Brooks is the Regional Watershed Restoration Specialist for Northern Maryland with the University of Maryland/Maryland Sea Grant Extension and serves as the co-ambassador for the Baltimore Urban Waters Partnership with her colleague Amanda Rocker. Her work with Extension focuses primarily on water quality, with an increasing emphasis on water quantity and climate resilience issues in the Baltimore region. Prior to joining Extension, Kelsey served as an MS4 Permit Writer with the Virginia Department of Environmental Quality. She holds a B.A. in Ecology and Evolutionary Biology from Princeton University and a Master's in City and Regional Planning from Rutgers University.

### ***Bob Shedlock, Scientist Emeritus | USGS***

A Scientist Emeritus at the U.S. Geological Survey, having started as a hydrologist in 1976 in the USGS National Center in Reston, Virginia, and retiring as the Director of the USGS Maryland-Delaware-District of Columbia Water Science Center in 2015. Over his career Bob has conducted regional and local investigations of groundwater flow systems, water supply, water quality, and groundwater interactions with wetlands and surface waters. He has worked in coastal zones of Lake Michigan and the Delmarva Peninsula. Bob has also worked on coupled hydrological and ecological studies in urban areas including northwest Indiana and the greater Baltimore region. He has worked on interagency collaborations such as the Maryland Water Monitoring Council, the Baltimore Ecosystem Study, and the Baltimore Urban Waters Partnership, for which he organizes and promotes actionable science forums. He has a B.S. degree in geology from the University of Notre Dame and an M.S. degree in geology from the University of Michigan.

***Diana Toledo, Senior Director of River Programs | River Network***

Diana Toledo is River Network's Senior Director of River Programs. For more than 20 years she has worked at the intersection of citizen engagement and water resource management, leading, supporting and expanding communities' efforts to help shape decisions that impact their water resources and quality of life. Diana develops networking, training, and funding initiatives to help build effective, results-oriented, and equity-focused leaders, and organizations and coalitions. She serves as coordinator for the national Urban Waters Learning Network, where she supports local efforts to improve urban waterways and revitalize the neighborhoods around them. Diana has an M.S. from the Nelson Institute for Environmental Studies (UW-Madison).

## **YOUTH ENGAGEMENT AND JOB CREATION**

***Joel Pannell, Vice President of Urban Forest Policy | American Forests***

Joel Pannell oversees efforts to build and promote American Forests' positions on a range of urban forest policy and related social equity issues. He works to build and maintain relationships with policy makers, senior government officials, partner organizations, key stakeholders and other related entities to advance policies centered at the intersection of urban forestry and social equity. Over the last decade plus, Pannell has played a leading role in expanding equitable access to public lands including the creation, and significant growth, of the only federal grant program addressing park equity in cities as well as the launch of the 10 Minute Walk Campaign. Prior to joining American Forests, Pannell led Sierra Club's Outdoors for All campaign and directed urban policy for The Trust for Public Land.

***Sandy Scott, Senior Advisor, Office of the CEO | AmeriCorps***

Sandy Scott serves as Senior Advisor in the Office of the CEO at AmeriCorps, advising the CEO on policy, strategy, partnerships, and communications, and co-leading the agency's climate change initiatives. He has served at AmeriCorps for the past 26 years in a variety of positions including Director of Public Affairs, State Commission Liaison, Press Secretary, Director of Government Relations, and Senior Writer. Previously he worked for seven years as a professional staff member of the House Natural Resources Committee and as a legislative assistant for a Member of Congress from Minnesota. He also worked at environmental and civic engagement organizations in Texas and California.

***Randy Rush, Senior Water Policy Officer | EPA Region 6***

Randall "Randy" Rush is the Senior Policy Advisor for Agriculture and Urban Waters, EPA Region 6. He has been with EPA over 20 years primarily in various Water and RCRA programs. Prior to that he headed Hawaii's Nonpoint Source Program and worked for a firm doing environmental restoration in Johnston Atoll and the Marshall Islands. He has a MA in Geography from the University of Hawaii and a BA from Fresno State.

***Sabrina Drill, Natural Resources Advisor | University of California Cooperative Extension***

Sabrina Drill is the Urban Natural Resources Advisor for University of California Cooperative Extension in Los Angeles County. She helps diverse communities get, understand, and co-generate scientific information to restore urban streams and habitats, manage wildland fire, flooding, and invasive species, and use urban nature to increase both ecological and social resilience to extreme weather and climate

change. She has previously worked in the Colorado and Hudson Rivers and nearshore Cape Cod in the US, and in the East African Great Lakes. She holds a Ph.D. in Geography and a Master's in Biology from UCLA.

### ***Julio Soria, Stewardship and Restoration Manager | Community Nature Connection***

As Stewardship and Restoration Manager at Community Nature Connection, Julio oversees workforce development initiatives that provide a pathway to careers in parks and conservation for members from historically excluded communities. Julio's passion for the CNC mission and stewardship drives him to take great strides in ensuring that CNC's commitment to diversity, equity, and inclusion is at the forefront of his efforts to build community partnerships. He has built lasting community partnerships with tribal groups and youth serving organizations throughout Los Angeles, ensuring that CNC is serving a representative sector of youth in the city. CNC's Youth Leadership Series blends the natural world and leadership through a unique multi-week approach. Participants are from diverse backgrounds with an emphasis on youth with limited access to nature. Through this series, youth build strong and lasting relationships with CNC naturalists and each other while developing into environmental stewards of tomorrow. Programs focus on developing leadership skills, knowledge, and technical skills as well as facilitating interactions with diverse professionals in parks, conservation, museum, and zoo careers. Sessions typically include a focus on local flora, fauna, watersheds, and the Los Angeles River.

### ***Harris Trobman, Project Specialist in Green Infrastructure | University of the District of Columbia***

Harris Trobman is a Project Specialist for Green Infrastructure in the Center for Sustainable Development + Resilience. Trobman is responsible for teaching, conducting research, and program extension work related to green infrastructure and urban sustainability in the District. In partnership with DC Water and Sewer Authority, Harris lead instruction of the National Green Infrastructure Certification Program (NGICP), which prepares District residents for careers in Green Infrastructure. Trobman earned a Master of Landscape Architecture from the University of Maryland and a bachelor's degree in Environmental Design from Delaware Valley University.

### ***Jordan Bond, Undergraduate | University of the District of Columbia***

Jordan Bond is currently a junior, Biology major, at University of the District of Columbia (UDC). A California native, Jordan was introduced to UDC by enrolling in the National Green Infrastructure Certification Program (NGICP). As an active leader on campus, Jordan, participates in UDC's STEM cohort, a program designed to improve undergraduate student competencies in science, mathematics, and engineering; to increase research involvement and proficiency of students in STEM disciplines. Ms. Bond plans to pursue her PhD and aspires to have a career in either Neuroscience or Marine Biology

### ***Joshua Dillard, Undergraduate | University of the District of Columbia***

Joshua Dillard is a graduating senior mechanical engineer with the University of the District of Columbia. Upon graduation he will join Honeywell FM&T as a Mechanisms Engineer in Kansas City, Mo. Joshua develops electromechanical components for aerospace applications that help make our world a safer place to live starting in our own homes. As a student he has worked on many engineering teams, and as a student researcher he has published research in additive manufacturing and nanotechnology with the university's Center for Nanotechnology Research and Education (CNRE).



***Stephen Terracciano, Associate Director | USGS and Bronx & Harlem Rivers***

Stephen Terracciano is currently the Supervisory Hydrologist for the U.S. Geological Survey, New York Water Science Center on Long Island. His focus is on bridging the gap between science and policy ensuring USGS information and tools meet the needs water-resource agencies at the Federal, State, local, and Tribal levels in New York. He joined the USGS Water Resources Division, Long Island Subdistrict in 1986 where he worked on a variety of groundwater-resources issues. He has always focused on meeting the particular needs of island water resource agencies. Stephen has a bachelor's degree in Chemistry from Long Island University and a master's degree in Geochemistry from the State University of New York at Stony Brook.

***Amelia Bernstein, Director | Earth Force***

Amelia Bernstein has been an environmentally active student since she was in Middle School. She is currently the leader of the Watershed Warriors club at Alexandria City High School that aims to help educate Alexandria City Public Schools (ACPS) elementary school students about our watersheds, so they learn to care for the environment. Amelia is currently a student at Alexandria City High School.

***Vince Meldrum, President/CEO | Earth Force***

Vince Meldrum is a leading advocate for the incorporation of civic engagement into environmental education. Vince has a passion for youth engagement that borders on obsession and is committed to ensuring that every young person has the opportunity to engage in environmental policy making.

# Job Fair Work Sheet

## *Brainstorming Template*

**This an optional activity for sessions attendees to complete on their own. This completed sheet worksheet can be emailed to: [urbanwaters@michaeldbaker.com](mailto:urbanwaters@michaeldbaker.com) by December 3, 2021.**

A job fair helps job seekers network with potential employers and helps prospective employers find a capable workforce. Enter your suggestions into the template below to help Urban Waters partners quickly create a working draft proposal of an Urban Waters job fair.

### **Name/Organization:**

#### **1. Geographic Focal Area**

Location(s):

#### **2. Job Theme or Focus (all Urban Waters, or some relevant subset?)**

Job Focus:

#### **3. Target Attendees**

- a. Which job seekers are you wanting to attend? How would you promote the job fair to them?
- b. Describe attendees (for example recent college graduates):
- c. Where would you promote the job fair?

#### **4. Target Employers and Educators/Apprentice Programs/Certificate Providers**

- a. Which local, regional, and national businesses or organizations are likely to have jobs relevant to Urban Waters?
- b. List prospective employers to invite
- c. List prospective educators/apprentice programs/certificate providers to invite

#### **5. Who would you like to have on the job fair planning group?**

## OPTIONAL QUESTION TO COMPLETE

### 6. Budget

What is your budget for the job fair? Would you need to charge participating employers to recoup your costs?

### 7. Logistics

Propose a date and location for the job fair. Consider in-person/virtual, location-specific/national, or a hybrid with some national virtual with locational hubs for local employers. What time of day would be best for your target audiences?

Day(s) of the Week

Time(s)

Venue

### 8. Volunteers

Who could assist with set up, registration, and direct participants? How many people would you need?

### 9. Considerations for attendees

Given your target attendees, what additional things would facilitate a successful job fair? Consider”

- Name tags for job seekers and employers/educators
- Online list of registered employers/educators
- Refreshments
- Childcare
- Career preparation or resume writing workshop

# Career Cluster Work Sheet

## Brainstorming Template

This an optional activity for sessions attendees to complete on their own. This completed sheet worksheet can be emailed to: [urbanwaters@michaeldbaker.com](mailto:urbanwaters@michaeldbaker.com) by December 3, 2021.

### Name/Organization:

#### Instructions

1. Complete columns #2 and #3. Brainstorm the types of job needs at Urban Waters locations in line with Column #1 according to the Department of Education Job Areas.
2. Based on input entered in column #2, complete column #3 to determine the clusters/groupings of urban waters jobs. These clusters can allow Urban Waters partners recruit and hire specific types of jobs. Sample Urban Waters Career Clusters inputs can be found below.

#### Sample Urban Waters Career Clusters inputs (for column #3 - not limited to):

- Urban Farming, Urban Agriculture; Green Infrastructure; Impact Investing; Community Planning; Civic Leadership; GIS Analyst / Chief Data Officer; Diversity, Equity and Inclusion Officer

1. US Department of Education Job Areas	2. Urban Waters Job and Task Needs	3. Urban Waters Career Clusters
<b>EXAMPLE ROW</b> Agriculture, Food & Natural Resources	Create an urban farm Develop local food sources	Urban Agriculture Urban Farming
Architecture & Construction		
Arts, A/V Technology & Communications		
Business Management & Administration		
Education & Training		
Finance		
Government & Public Administration		
Health Science		
Information Technology		
Manufacturing		
Marketing		
STEM		
Transportation, Distribution & Logistics		
Hospitality & Tourism		
Human Services		

# Organizational Resources

## AMERICORPS: RECRUITMENT BROCHURE AND FLYER

Brochure Available Online: <https://bit.ly/3COFWXG>

Flyer Available Online: <https://bit.ly/3l5LdUY>

## AMERICAN FORESTS: URBAN FORESTRY AND GREEN INFRASTRUCTURE CAREER PATHWAYS GUIDES AND PRE-APPRENTICESHIP CURRICULUM

**Vibrant Cities Lab Career Pathways Action Guide:** Urban forestry career pathways help facilitate greater economic and environmental equity. Across the country, urban forestry employers face an unprecedented labor shortage. With 8,000 annual open positions for tree trimmers and pruners alone, thousands of jobs are projected to open in tree maintenance and plant health care through 2026. Who will fill these slots? Well, the right people may already be right around the corner from where more trees and tree maintenance are needed most. Cities like Chicago, Baltimore, Providence, Los Angeles and more have faced their labor shortages through programs designed for residents who face barriers to employment, inclusively rebuilding tomorrow's urban forestry workforce. *Available Online:* <https://www.vibrantcitieslab.com/guides/career-pathways-action-guide/>

**The Arboriculture Pre-Apprenticeship Curriculum** is designed for people living in low-income areas who face barriers to traditional employment, have little-to-no knowledge or experience in arboriculture and/or will consider pursuit of an arboriculture apprenticeship or employment after completion. A pre-apprenticeship program, by definition, has a documented partnership with at least one Registered Apprenticeship Program. However, the program design, regardless of an official Department of Labor designation, can be beneficial to any job seeker entering the field. Nonprofits, academic institutions, municipalities, and others with interest in building the arboriculture workforce can deliver this training. *Available Online:* <https://www.americanforests.org/wp-content/uploads/2021/11/AF-PreApprenticeshipCurriculum-FINAL-spreads.pdf>

## AMERICAN RIVERS

**Green Infrastructure Operations and Maintenance Career Pathways Guide** outlines the operations and maintenance (O&M) of green infrastructure as it relates to the sector's potential to create entry-level jobs in the green sector for individuals from disadvantaged communities. In the coming years, thousands of new green infrastructure (GI) projects will be installed throughout the country, requiring a workforce trained to maintain and monitor the projects. This report reveals that water utilities investing in green infrastructure can outsource O&M work to workforce development programs that train individuals in green infrastructure, giving disadvantaged community members access to jobs and career on-ramps while performing the O&M work required by water utilities. *Available Online:* <https://www.americanrivers.org/wp-content/uploads/2016/05/staying-green-and-growing-jobs.pdf>

## UC CALIFORNIA NATURALIST PROGRAM (CALNAT)

The UC California Naturalist Program (CalNat) serves as the Master Naturalist program for the state. It is designed to provide individuals without a background in environmental science knowledge and skills that will allow them to more fully participate in resource stewardship. Participants build personal and community connections to local ecosystems by linking knowledge acquisition with direct action. The 40-hour mix of classroom and field-based learning covers natural history and resource management, how to conduct and participate in scientific research, how to understand and interpret scientific information, and the landscape of agencies and organizations involved in resource conservation, restoration, and stewardship. We work with local partners to offer the program, including land conservancies and parks; museums, arboretums, and nature centers; community organizations working on improving access to nature; and community college and conservation corps. Graduates of the CalNat program gain official certification as Naturalists and are eligible to receive university course credit toward a degree program. This can prepare participants for environmental careers and/or higher education. Master Naturalist programs exist in most US states but vary as to their orientation towards volunteerism vs. professional training.

To learn more about UC California Naturalist, visit us at <https://calnat.ucanr.edu/>.

To find a Master Naturalist program in other states, visit the Alliance of Natural Resource Outreach and Service Programs at <https://anrosp.wildapricot.org/>



# OUTDOOR REFLECTIONS

"The program has impacted my view of outdoor spaces by shining light on the lack of public spaces in our community. We have so many people who don't know about the beauty of nature because there isn't enough. This is where I feel a calling, the call to action. I want to be a positive impact on the environment by being a civil engineer that focuses on preserving the natural space we have now. I also want to increase the amount of natural space. I feel that my place in the outdoors is to play the defender of nature."

- Alexandra Garcia, 2018 Naturalist Explorer  
@PACOIMA BEAUTIFUL



"I can see nature now in a whole different view. I believe we should protect and advocate for the outdoors."

- LaMia Benn, 2018 Naturalist Explorer  
@COMPTON JR. POSSE

"This program has taught me the true meaning of nature. It has influenced me to not litter or take things from nature that don't belong to me. I have also learned that it is my place to protect and defend nature."

- Askar-Ei, 2018 Naturalist Explorer  
@COMPTON JR. POSSE

"By participating in this group I am given the chance to connect myself to the outdoors. I have become more active in wanting to engage others to participate and learn the many factors that influence our environment."

- Felicitas Artizemendi,  
2018 Naturalist Explorer  
@PACOIMA BEAUTIFUL



"I am inspired by Naturalist Explorers to seek out opportunities involved with exposing city dwellers like me to nature and to advocate for the protection of our remaining green spaces."

- Celine Pun, 2018 Naturalist Explorer  
@SOUTHEAST ASIAN COMMUNITY ALLIANCE (SEACA)



"Community Nature Connection has opened my eyes since our first meeting. My passion for nature has grown and I can't wait to do more in the near future. CNC has given me the opportunity to explore nature and visit many parks. Hopefully I will take a career path in working with the environment. Growing up I wasn't aware of all little things that it takes to create an outdoor park or forest. Most certainly I no longer take it for granted."

- Jonatan Medina, 2018 Naturalist Explorer  
@PACOIMA BEAUTIFUL



IN PARTNERSHIP WITH

SANTA MONICA MOUNTAINS CONSERVANCY  
WWW.SMMC.CA.GOV

CONTACT US AT  
INFO@COMMUNITYNATURECONNECTION.ORG  
213.434.6455  
WWW.COMMUNITYNATURECONNECTION.ORG

## COMMUNITY PARTNERS

Community Nature Connection (CNC) recognizes the importance of building community relationships and over the past years has developed strong partnerships with local groups. These partnerships make the Naturalist Explorers program successful in providing an outdoor experience to urban youth. In partnership with community-based organizations, CNC has been able to serve many youth from the Los Angeles Area that may not otherwise be exposed to nature. Partners assist in recruiting youth, pinpointing community needs and maintaining communication in order to make the program meaningful and relevant.



## OUTDOOR LEADERS

This innovative program offers recent Naturalist Explorer graduates the opportunity to apply for a part time paid position. Through diverse assignments and interactions with Community Nature Connection staff, the Outdoor Leaders continue to grow their knowledge of the natural world while gaining valuable work experience and honing their leadership skills. Their assignments have included supporting our Transit to Trails free public bus trips, leading public programs, working alongside CNC staff during camping trips, and assisting with Youth Leadership Series Programs. The goal of this program is to prepare the Outdoor Leaders for success in their future careers and in their community.

## YOUTH LEADERSHIP SERIES

Naturalist Explorers is a part of our Youth Leadership Series. These Programs blend the natural world and leadership through a unique multi-week approach. Participants are from diverse backgrounds with an emphasis on urban youth with limited access to nature. Through this series, youth build strong and lasting relationships with CNC naturalists and each other while developing into the environmental stewards of tomorrow.

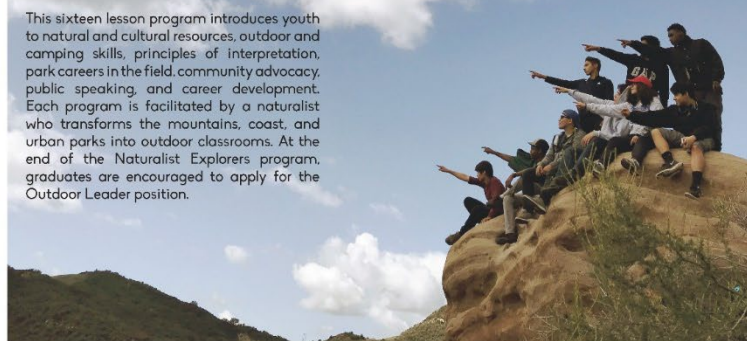
## NATURALIST EXPLORERS LESSONS



## NATURALIST EXPLORERS

The Naturalist Explorers program focuses on personal, life, and job skills using the environment as a base to build the framework of a responsible steward and community member. Naturalist Explorers create a meaningful and relevant keystone project from start to finish, including assessment, planning, and implementation. These skills will ultimately help in the transition from teenager to adult.

This sixteen lesson program introduces youth to natural and cultural resources, outdoor and camping skills, principles of interpretation, park careers in the field, community advocacy, public speaking, and career development. Each program is facilitated by a naturalist who transforms the mountains, coast, and urban parks into outdoor classrooms. At the end of the Naturalist Explorers program, graduates are encouraged to apply for the Outdoor Leader position.



FIND US ONLINE AT:

COMMUNITYNATURECONNECTION.ORG



COMMUNITYNATURECONNECTION

CONNECT  
ADVOCATE  
COLLABORATE  
ADVANCE

## EVERYONE DESERVES ACCESS TO THE OUTDOORS

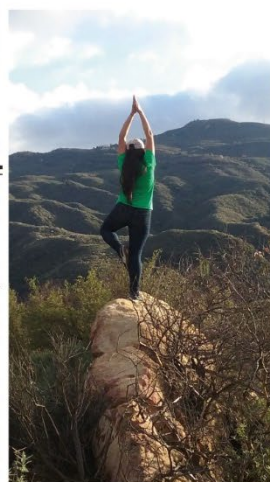
Community Nature Connection increases access to the outdoors for underrepresented communities. By partnering closely with community-based organizations, we develop and deliver innovative and meaningful programs that empower our participants.

We believe some of the major barriers to accessing the outdoors include lack of transportation, resources, diverse representation, inclusive practices, and awareness. These barriers are an issue of equity and are directly addressed through our efforts to connect underrepresented communities to nature, advocate for equitable access, advance representation in parks careers, and collaborate with community organizations.

Community Nature Connection has provided programming in Los Angeles County for over 25 years. We have served tens of thousands of youth, family, and school groups through outdoor recreation experiences, overnight camping, and long-term leadership and team building programs. CNC staff are highly trained and experienced outdoor educators, heritage interpreters, and are dedicated to the communities we serve. CNC recruits youth from past leadership programs for continued professional development and employment opportunities.

At CNC, we understand that representation and inclusion of diverse voices and individuals are critical to achieving our mission of increasing access to the outdoors for all communities. We are committed to recruiting and hiring a diverse staff, board, and volunteer base to continue our work of engaging communities who have been institutionally and historically underrepresented in the fields of conservation and outdoor recreation.

## DIVERSITY EQUITY INCLUSION



- Principles of Interpretation
- Public Speaking
- CPR & First Aid certification
- Team building
- Outdoor Skills
- Camping skills
- Ecology
- Watersheds
- Tidepool/Coastal Ecosystems
- Leave No Trace
- Service Learning
- Diversity & Inclusion in the outdoors
- Environmental Justice & Advocacy
- Resume & Interview skills
- Kayaking
- Hiking

CONNECT  
ADVOCATE  
COLLABORATE  
ADVANCE



Online resources for educators and nonprofits engaging young people in Environmental Action Civics



# Tools to Improve Your Youth Engagement Project

[earthforceresources.org](http://earthforceresources.org)

## Free and Thoroughly Tested

Earth Force offers a collection of resources to support you in developing the knowledge, skills, and motivation young people need to solve tough environmental problems.

EarthForceResources.org offers practical, tested, and scalable materials that informal and formal educators can use to foster authentic student engagement.



Earth Force is the leading hub for educators interested in engaging young people in civic action projects to protect their local environment.

Created over a span of 25 years, [EarthForceResources.org](http://EarthForceResources.org) has research-based materials to help you bring youth voice into your programming in a way no other resources offer.

Visit [EarthForceResources.org](http://EarthForceResources.org) to get started