

# Thorne Nature Experience Inclusiveness Plan 2017-2020

**Goal 1 – RECRUITMENT: Build and maintain a board, staff, and volunteer corps that reflect the range of diversity, culture, and unique differences in our community.**

**Task 1:** Reach out to racially, ethnically, and economically diverse audiences when advertising/recruiting new members of the Thorne Board, staff and volunteer corps.

- Ensure at least 2 Board members are Latino, recruiting members from Latino parents, Nature Immersion Initiative (NII) Schools, Latino leadership organizations, and/or other EE organizations.
  - Lead: ED
  - Timing: beginning 2017, ongoing
- Employ various strategies and use multiple venues for staff recruitment, as outlined in Thorne’s “Guide for Hiring Diverse Staff” document and connect with Latino professional networks when hiring (Latino Chamber of Commerce, STEM Learning By Design, Be Visible, etc.). Add new successful strategies to job posting documents on a yearly basis.
  - Lead: ED/PD
  - Timing: beginning 2017, ongoing
- Strive to hire two staff members that are Latino and/or bi-lingual (English and Spanish); and ensure that there is at least one bi-lingual educator.
  - Lead: ED/PD
  - Timing: beginning Spring 2017, ongoing
- Create a plan with actionable steps that outlines how to make reasonable efforts that ensure volunteers and interns reflect the racial, ethnic, and economic diversity of our community; with an emphasis on recruiting from Latino families that participate in Thorne programming.
  - Lead: PM – FT&V
  - Timing: plan created by Summer 2017, implementation beginning Fall 2017
- Create a 0.5 FTE Latino Community Liaison position or dedicate equivalent hours with current staff on an on-going basis throughout the year to support implementation of the Inclusiveness Plan; ensuring person responsible is bilingual and Latino.
  - Lead: ED
  - Timing: by Fall 2018

**Goal 2 – STAFF TRAINING AND SUPPORT: Ensure staff, intern, and volunteer corps have necessary training and support to successfully work with diverse program participants.**

**Task 1:** Train educators, interns, and volunteers who work with program participants in addressing needs of diverse populations in our community with regards to: income level; gender identity; sexual orientation; cultural sensitivity, racial, ethnic, and language diversity; and mental, physical, emotional disabilities, significant support needs, and exposure to trauma.

- Train full-time educators bi-annually in the Fall and Spring on working with diverse populations in the field of Environmental Education.
  - Lead: PM – C&I
  - Timing: beginning Fall 2017, ongoing
- Ensure seasonal staff, interns, and volunteers who work with program participants are aware of Thorne’s Inclusivity Statement, and are invited to staff inclusiveness trainings.

- Lead: PM – FT&V
- Timing: beginning Fall 2017, ongoing

**Task 2:** Ensure all educators, interns, and volunteers who work with program participants have the support needed to experience success when working with diverse populations in our community with regards to: income level; gender identity; sexual orientation; cultural sensitivity, racial, ethnic, and language diversity; and mental, physical, emotional disabilities, significant support needs, and exposure to trauma.

- Create a survey for educators who work with program participants; and add a question to seasonal, intern, and volunteer surveys, that measures their level of satisfaction and perception of success with regards to working with diverse populations.
  - Lead: PM – C&I
  - Timing: beginning Fall 2017, ongoing
- Develop and implement one or more strategies each year to address unique challenges when working with diverse program participants as determined by educator, intern, and volunteer survey; such as: developing metrics that trigger enhanced support from interns and/or TA's, considering student/educator ratio of groups with highly impacted participants, or designating and training staff educators who specialize in working with highly impacted groups.
  - Lead: PM – C&I, with help from other PM's
  - Timing: beginning Spring 2018, ongoing

**Task 3:** Improve procedures for working with parents of children identified as having mental, physical, and emotional disabilities; significant support needs, and/or exposure to trauma.

- Develop and implement a plan for parent communication when working with program participants who have mental or physical health diagnoses.
  - Lead: PM – C&I, with help from other PM's
  - Timing: plan created by Spring 2018, implementation beginning Summer 2018

**Goal 3 – PROGRAMS: Make reasonable efforts to ensure youth participating in Thorne programs reflect the range of diversity, culture, and unique differences in our community.**

**Task 1:** Communicate participation goals and work with NII school contacts and families to recruit diverse program participants.

- Ensure at least 70% of In School and After School programs delivered to schools meet one of two criteria: 50% minority or free and reduced lunch students; or the percent of minority or free and reduced lunch students is 50% greater than the district average; develop and implement one strategy each year to achieve participation goals.
  - Lead: PM – SP
  - Timing: beginning Fall 2019, implement Spring 2020
- Make reasonable efforts to ensure the percentage of participants who represent minority and/or low-income demographics in the After School program are equal to or greater than the school average, as measured by school reports and Thorne's registration documents; develop and implement one strategy each year to achieve participation goals.
  - Lead: PM – SP
  - Timing: beginning Fall 2019, implement Spring 2020
- Make reasonable efforts to ensure the percentages of participants who represent minority and/or low-income demographics in Summer Camp scholarship programs with NII schools are equal to or greater than the school

average, as measured by school reports and/or Thorne's registration documents; develop and implement one strategy each year to achieve participation goals.

- Lead: PD with support from AD and PM – C&I
- Timing: beginning Fall 2019, implement Spring 2020

**Goal 4 – MARKETING: Maintain communication and outreach that is inclusive and reflects the range of diversity, culture, and unique differences in our community.**

**Task 1:** Ensure communication with families at NII schools is bi-lingual (English and Spanish) and culturally competent; and create Spanish language marketing materials appropriate for Latino audience.

- Create, maintain and update the Spanish language brochure about general organization designed for Latino families of NII schools.
  - Lead: MD
  - Timing: create by Fall 2016, maintenance ongoing
- Create, maintain, and update a bi-lingual website with relevant links for Latino families; including information on scholarships, NII schools, and Latino family engagement.
  - Lead: MD
  - Timing: by Summer 2017

**Goal 5 – LATINO FAMILY ENGAGEMENT: Empower Latino family members of Nature Immersion Initiative (NII) schools to be partners in reaching our mission by establishing relationships, maintaining communication, and involving families in nature-based events.**

**Task 1:** Establish relationships with Latino families at NII schools.

- Promote Thorne at meetings of other Latino organizations that work with NII schools at least once at the beginning of the school year for each of the NII schools in Boulder and Longmont (ESL classes, IHAD, Alianza, Intercambio, etc.).
  - Lead: PM – C&I
  - Timing: beginning Fall 2018, ongoing
- Promote Thorne at NII school events that take place during the same time as Thorne's registration process for After School and Summer Camp (back to school night, holiday events, etc.) and offer real-time assistance with registration with a bilingual paper registration forms at each of the NII schools in Boulder and Longmont.
  - Lead: PM – C&I
  - Timing: beginning Fall 2018, ongoing

**Task 2:** Host nature events for Latino families of NII Schools.

- Host one Latino Family Nature Event each season for Latino families of NII schools in both Boulder and Longmont, rotating location between Sombrero Marsh and other locations in Boulder County.
  - Lead: PM – C&I
  - Timing: beginning Fall 2016 in Boulder/Spring 2017 in Longmont, ongoing
- Evaluate Latino Family Nature Events and survey families' interests after events and implement changes based on feedback for subsequent events.
  - Lead: PM – C&I
  - Timing: beginning Spring 2017, ongoing



- Determine the best strategy for engaging Latino families residing in the trailer park near Sombrero Marsh and create a plan based on the neighborhood's desires and Thorne's available resources.
  - Lead: PM – C&I
  - Timing: determine plan created by Summer 2019, implement Fall 2019

**Task 3:** Maintain lines of communication with Latino families at NII Schools.

- Make personal phone calls to invite Latino families whose children participate in Thorne programs to Latino Family Nature Events.
  - Lead: PM – C&I
  - Timing: beginning Fall 2016, ongoing
- Ask Latino families to recruit other Latino families to attend Latino Family Nature Events.
  - Lead: PM – C&I
  - Timing: beginning Fall 2016, ongoing
- Maintain a Facebook page, in collaboration with Boulder County Environmental Education Collective, for Boulder County Latino families that provides information on events, tips on outdoor enjoyment, education, networking, and pictures.
  - Lead: PM – C&I , with help from MD
  - Timing: Summer 2019

**Task 4:** Provide access for Latino families to other nature organizations and Latino science professionals in the community.

- Invite at least one representative of other local EE organizations and/or local Latino role models to attend Latino Family Nature Events (Latino scientist and naturalists, leaders from Boulder County Latino community, etc.).
  - Lead: PM – C&I
  - Timing: beginning Fall 2016, ongoing
- Connect with at least 3 EE organizations in Boulder County Environmental Education Collaborative and develop a strategy for collaborating on Latino family engagement efforts.
  - Lead: PM – C&I
  - Timing: beginning Spring 2019, ongoing

**Goal 6 –CULTURAL COMPETENCY: Ensure staff implements best practices in cultural competency.**

**Task 1:** Review progress in implementing the Inclusiveness Plan annually at a board meeting.

- Revise and update goals annually.
  - Lead: PM – C&I
  - Timing: annually, beginning August 2016

**Task 2:** Ensure Thorne Board and Staff is immersed in experiences that promote cultural competency, specifically as it relates to the Latino community of Boulder.

- Board and Staff should engage in at least one of the following within a time frame agreed upon each year, including but not limited to: attend a training on cultural competency; attend a local community event with and for Latinos such as the Americas Latino Eco Festival, Cinco de Mayo celebration, or Día de los Muertos celebration; do a home visit with a Latino family with the Inclusiveness Program Manager; develop an authentic personal connection with a Latino community member; and/or attend one Thorne Latino Family Event per year.
  - Lead: PM – C&I

- Timing: ongoing, beginning Summer 2017

**Task 3:** Assess and reduce barriers to access in program participation for diverse and/or highly impacted communities.

- Annually assess and update program curriculum and delivery to ensure it is responsive to needs of diverse audiences.
  - Lead: PM – C&I
  - Timing: beginning Fall 2017
- Assess transportation barriers at NII schools in that do not provide their own transportation during After School programs and develop a strategy to reduce this barrier.
  - Lead: PM – SP
  - Timing: beginning Spring 2019, changes implemented by Fall 2019
- Annually assess effectiveness and ease of paperwork process, and develop and implement one strategy each year to reduce barriers; such as: determine where redundancy in registration paperwork can be minimized, identify Thorne’s level of flexibility with the process of collecting paperwork, and determine if a Latino community member could be utilized in helping with the registration process at NII schools and Summer Camp scholarship camps.
  - Lead: PM – C&I with support from AD and other PM’s
  - Timing: beginning Spring 2019, ongoing