



naaee Affiliate Network



**NETWORK
WORK
PLAN
2022-2025**

Across North America, state, provincial, territorial and regional environmental education associations are supporting the many types of educators who teach concepts we all need to understand: how natural systems work, what we must do to interact responsibly with our environment, and how we can protect natural resources for future generations. These associations, when linked together through the NAAEE Affiliate Network, create an extensive circuitry of programs, initiatives, and supports to energize environmental education across the continent. These network connections allow ideas, learnings, and successes to flow across the network powering ongoing innovation.

About the NAAEE Affiliate Network

The Affiliate Network provides a forum for ongoing dialogue, shared learning, and joint activities to enhance EE capacity. The Network yields greater impact through collaboration and creates a stronger and more unified voice for EE on the provincial, state, territorial, regional, national, and international levels. NAAEE and Affiliate leaders host a variety of networking and professional learning opportunities, including events at the annual NAAEE conference, webinars, and several monthly communities of practice.





MISSION: The North American Association for Environmental Education (NAAEE) Affiliate Network promotes environmental education and supports the work of environmental educators by strengthening the capacity of state, territorial, regional, and provincial environmental education associations.

VISION

The Affiliate Network honors the importance of working together in support of environmental education and works toward a future where increasingly:

- The Affiliate Network, its Affiliate organizations and their individual members, and NAAEE are recognized as leaders in the field;
- The Affiliate Network and NAAEE work together to advance environmental education and provide a unified voice for environmental educators;
- The Affiliate Network and NAAEE have a broad awareness of the work being accomplished by others;
- Affiliate representatives' view each other as virtual office mates, actively sharing advice, strategies, projects, and experiences, and working together where appropriate; and
- Educators, environmental professionals, and the organizations and agencies they represent are well informed.

Affiliate Network Values

Optimistic: We are unabashedly hopeful about the possibilities for lasting change.

Impact-oriented: We focus relentlessly on the essential outcomes and impact of our work.

Inclusive: We embrace the diversity of people, ideas, and cultures as essential to our success and celebrate our differences to drive excellence and social progress.

Transformative: We embrace change and inspire new and creative ways to scale solutions and adapt to a changing world.



Collaborative: We know that creating a more sustainable world is a team sport—that we're stronger together than apart.

Respectful: We hold ourselves to the highest standards of integrity and respect for communities, people, and cultures. We are trusted as *the* reputable source for all things environmental education.

Transparent: We strive for open communications internally, with NAAEE (the organization), and with all Affiliate Network organizations.



Work Plan Background & Process

Environmental education is essential to the flourishing of all people and life on the planet. The North American Association for Environmental Education (NAAEE) is a web of affiliated organizations serving tens of thousands of educators across the continent. The NAAEE Affiliates inform, inspire, and spread the benefits of environmental education through every region and community. As a collective, we advance policy, practice, and equity in environmental learning.

To continue innovating and increasing representation and transparency, an NAAEE Affiliate Network 2.0 Working Group¹ was established and resourced with a facilitation team in Fall 2020 to conduct a collaborative three-month design sprint, imagining 2021 and beyond. The design sprint engaged NAAEE Affiliates in the development of goals for the Network.

The NAAEE Affiliate Network advances environmental literacy to create a more just and sustainable future. As a Network, we collaborate on joint efforts and share learning in order to:

- Build the capacity of individual NAAEE Affiliates, NAAEE, and the Affiliate Network to advance the field of environmental education;
- Increase equity and inclusion in environmental education through initiatives at individual NAAEE Affiliates, NAAEE, and the Affiliate Network;
- Reach more people and increase support for environmental education through joint advocacy and messaging; and
- Advance additional efforts to be a just, effective, and innovative Network as they emerge.

For more information on the design sprint process and feedback on the goals [visit this document](#) containing the executive summaries of both the design sprint and Network feedback.

¹The NAAEE Affiliate Network 2.0 Working Group was established and resourced with a facilitation team in Fall 2020 to conduct a collaborative three-month design sprint imagining 2021 and beyond. From this work draft Network goals, a new body and process for the Network moving forward, and draft Network map templates were developed."

How This Plan Was Created

Since July 2021, a newly appointed Affiliate Network Working Group has engaged in a facilitated process to develop strategies and actions for each goal. Each of the four goals includes a list of strategies designed to build a strong network and build strong Affiliates, followed by tactics that correspond to each strategy. As part of the process, the Affiliate Working Group² reviewed, and incorporated input provided throughout the design sprint from different committees, the Affiliate Network, and the Advisory Group. Here is a timeline describing the process used to collaboratively develop the NAAEE Affiliate Network Work Plan.



After initial strategy development by the Affiliate Network Working Group was conducted in the fall of 2021, Affiliate leaders were able to provide feedback on the strategies and tactics both at the 2021 Affiliate Assembly and through a network-wide survey. This feedback was internalized into the work plan and a working draft was presented to the Affiliate Network Advisory Committee in December of 2021. Using their feedback, a final draft was created and approved by the Affiliate Network Working Group in January of 2022 and this final document was prepared and published in February of 2022.

² The Advisory Group is a more representative group (geography, capacity, identity, role) of the NAAEE Affiliate Network. The Advisory Group's purpose is to increase NAAEE Affiliate Network communication and clarity, expand the breadth of feedback and new ideas in the Affiliate Network, and build relationships within the Affiliate Network and NAAEE, all toward advancing the NAAEE Affiliate Network goals. See Appendix A for a list of current Affiliate Network Advisory Group members

How to Use This Work Plan

This document is intended to provide high-level strategies and some tactics to be used by NAAEE staff, the Affiliate Network, and individual Affiliates. In some instances, tactics might be implemented by one individual, while others might be implemented Network-wide. In many cases, leadership for implementing strategies and tactics will be provided by either NAAEE staff, designated committees, the Affiliate Network Working Group, and the Affiliate Network Advisory Group.

At a minimum, we hope this plan will serve as a guide for the Network and Affiliates and as a way to align efforts and track progress towards achieving our shared goals. This is a working document that will be adapted to reflect feedback from the Affiliate Network, Committees, and the Advisory. Over time, it may be updated to reflect changing conditions.

This work plan...

- is a 3-year plan that offers a more formal way for us to guide the Network's work.
- will be used by the working group, advisory group, committees, and NAAEE staff.
- will help individual Affiliates stay informed on the work of the Network.
- provides a way for Affiliates to tap into the work regardless of capacity.
- includes ideas for how individual Affiliates can support on specific strategies.

This work plan does not...

- solely rely on backbone commitment, but is agreed to and supported by the Network.
- dictate individual Affiliate work plans.
- encompass all things that all Affiliates are working on.
- identify specific people for approaches.

Network Goals

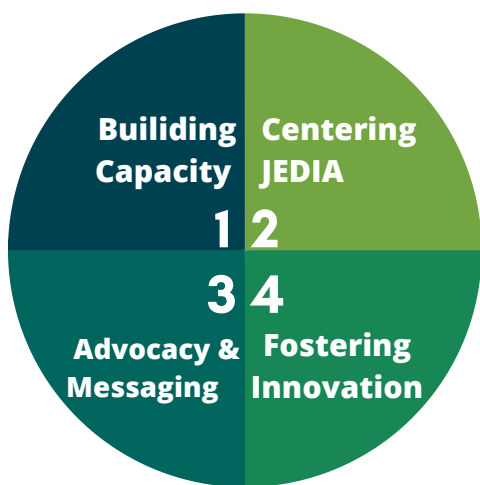
The Affiliate Network Work Plan is organized into four strategic goal areas:

- 1. Building Capacity**
- 2. Centering JEDIA**
- 3. Advocacy & Messaging**
- 4. Fostering Innovation & Shared Learning**



Each goal has a set of strategies and tactics identified under those strategies. The tactics serve to illustrate what can be done to achieve success for each goal, at multiple levels and degrees of specificity. These tactics and strategies can be adjusted and refined during the implementation of this work plan. They are not inclusive of all future actions potentially needed to achieve our goals.

For each strategy, Affiliates will also find suggestions and examples for ways that they can engage in the wider work of the Affiliate Network, as well as ways to incorporate some of the strategies from this work plan into their day-to-day operations.





1

Building Capacity

GOAL 1 Build and strengthen the capacity of individual NAAEE Affiliates, the Affiliate Network, and NAAEE to advance the field of Environmental Education



We believe that each individual Affiliate is doing powerful work to help advance environmental and outdoor learning in their state, province, or region in a wide variety of ways. We believe that a strong Affiliate Network can help individual Affiliates make an even bigger impact. Learning from the expertise and creative strategies being deployed at Affiliates of all capacities can strengthen the Network as a whole. “Strategies for Building a Strong Network” are intended to be implemented at the Network level to ensure we have strong Network systems in place to facilitate implementation of our shared vision and values. “Strategies for Building Strong Affiliates” are intended to support individual Affiliates in building strong organizational systems by providing a Network space for learning and sharing expertise and resources.

Strategies for Building A Strong Network

STRATEGY 1

Create high-functioning Network governance, operating procedures, and organizational culture.

TACTICS

1.1 Adopt new Affiliate Network Operating Procedures with JEDIA³ (Justice, Equity, Diversity, Inclusion, and Accessibility) principles in mind. *Note: JEDIA principles will be further identified through work in Goal 2*

- 1.1.1 Clearly define the roles of the Affiliate Network, NAAEE, and individual Affiliates.
- 1.1.2 Develop a process for selecting and onboarding new Affiliate Network co-chairs, working group, and advisory group members.
- 1.1.3 Clarify decision-making processes including how decisions regarding resources and opportunities for individual Affiliates are distributed.
- 1.2 Establish annual achievable outcomes and actions for the Network (work plan).
- 1.3 Develop key processes and tools for orienting new Affiliates and new Affiliate staff and board members to the Network.
- 1.4 Track growth in capacity of the Network and celebrate Network successes.

³ See Appendix B- "Sample Draft Living Glossary of JEDIA Definitions"



HOW CAN YOUR AFFILIATE CONTRIBUTE?

STRATEGY 1

- Complete the annual Affiliate survey and provide any additional requested data to support the Network in tracking progress

STRATEGY 2

- Share Network leadership opportunities with boards and members
- Actively encourage staff, board, and member participation in the Network.
- Participate (or encourage participation from staff, board, and members) in focus groups and other opportunities to understand Network needs.

STRATEGY 3

- Look for opportunities to share your Affiliate's successes and strengths with the Network, so others can learn from you.
- Apply for and take advantage of scholarships provided by NAAEE to attend the conference, Leadership Clinics, etc.

STRATEGY 2

Ensure that Network leadership (Working Group, Advisory Group, Committees) represent a diversity of identities, backgrounds, skills, geographies, and types of Affiliates.

TACTICS

- 2.1. Identify gaps in representation of identities, skills, and type of Affiliate and develop tools for recruiting new individuals to leadership roles.
- 2.2. Identify barriers to participating in leadership roles and develop structure and policies to reduce barriers to participation.
- 2.3. Develop leadership pathways to engage participation in the Network (e.g., eePRO Moderators, Committee chairs, etc.).
- 2.4. Develop onboarding tools to support leaders in taking on new roles.

STRATEGY 3

Create opportunities to build relationships and connections within the Network.

TACTICS

- 3.1. Ensure regular opportunities for Affiliate Leaders and NAAEE staff to convene, build relationships, share learning, and address challenges.
- 3.2. Strengthen and pursue ways that NAAEE and Affiliates can work together and support each other.
- 3.3. Provide regular opportunities to Affiliates to connect in-person and virtually (leadership clinics, regional meetings, monthly calls on topics of interest, etc.) and develop collaboration opportunities.
- 3.4. Connect Affiliates with one another who are working on similar projects, either internally (staffing resources) or externally (certification program) to reduce the work and build collaboration.
- 3.5. Develop and maintain an active Network map to help support relationship building.

HOW CAN YOUR AFFILIATE CONTRIBUTE?

STRATEGY 4

- Volunteer as a mentor.
- Present a webinar or join a call to share your successful programs.
- Engage board members and/or staff in participating in Network affinity groups and professional development opportunities.
- Volunteer expertise and time to support Affiliates that are struggling or inactive (may also be a role for retired executive directors).

STRATEGY 5

- Contribute sample plans, documents, board resources that have been helpful for your Affiliate to the Affiliate Wiki/Platform.
- Hosting a virtual webinar or event? Consider asking another Affiliate to co-host with you to share resources and marketing.



Strategies for Building Strong Affiliates

STRATEGY 4

The Network provides continued professional development and learning opportunities to support Affiliate growth and development.

TACTICS

- 4.1 Develop a mentoring program for new Affiliate leaders to connect them with resources in the Network and support information sharing.
- 4.2. Provide professional development around best practices in key areas of organizational development.
- 4.3. Offer regular calls for Executive Directors, Board chairs and other affinity groups where Affiliates can discuss successes and challenges.
- 4.4. Provide outreach to support Affiliates in starting or reviving a struggling or inactive Affiliate.

STRATEGY 5

Improve and enhance resources available to the Network for capacity building.

TACTICS

- 5.1 Regularly update and share the Affiliate Toolkit to ensure robust resources (including board development, organizational structure and process, launching or reviving an Affiliate, etc.) from a variety of Affiliates.
- 5.2. Create a shared database or calendar of workshops, webinars, and other resources that can be disseminated to Affiliate members.
- 5.3. Explore opportunities for shared services, subscriptions, or tools that Affiliates can use at a lower cost than contracting individually.



GOAL 2
Center social and environmental justice, equity, diversity, inclusion, and accessibility in our work as environmental educators, individual Affiliates, the Affiliate Network and NAAEE.



The Affiliate Network Equity & Inclusion Working Group continues to work on co-creating a shared vision for equity and inclusion for the Affiliate Network by convening a monthly workgroup to focus on identifying the what, why, and how of a more equitable and inclusive Affiliate Network. With a shared understanding, Affiliates and the Affiliate Network will be able to work together to support equity and inclusion initiatives to maximize the use of resources and support a more equitable and just field of environmental education. These strategies and tactics may change and adapt as this group continues to do its work. Conversely, the strategies and tactics outlined in this work plan may inform the direction of the Equity & Inclusion Working Group.

Strategies for Building An Equitable Network

STRATEGY 1

Develop Network-wide JEDIA expectations upheld by the Affiliate Network Working and Advisory Groups.

TACTICS

- 1.1 Research and include recommendations around diverse leadership and inclusive practices.
- 1.2. Provide recommended strategies to diversify the field of environmental education.
- 1.3. Establish clear definitions for JEDIA terms for the Affiliate Network and how they directly relate to and impact the field of environmental education.

STRATEGY 2

Define and model JEDIA best practices within our own groups (ex. making meetings and resources accessible, ensuring all voices have an opportunity to share and be heard)

TACTICS

- 2.1 Review new Affiliate Network Operating Procedures with JEDIA principles in mind.
- 2.2. Develop outreach strategies to Affiliates to learn more about JEDIA efforts in Affiliate work.



HOW CAN YOUR AFFILIATE CONTRIBUTE?

STRATEGY 1

- Participate in the Affiliate Network Equity & Inclusion Working Group

STRATEGY 2

- Share Affiliate case studies and best practices across the network
- Share resources, articles, success stories for the Affiliate Newsletter

STRATEGY 3

- Implement and use Affiliate Network JEDIA Standards at the individual Affiliate level.

STRATEGY 5

- Implement and use Affiliate Network JEDIA based organizational assessment tools
- Volunteer to lead a training.
- Attend Quarterly Equity and Inclusion Community Calls to share where you need support or have had success.

STRATEGY 3

Create a suite of JEDIA based organizational assessment tools (that are either a part of or an addendum to the Affiliate Toolkit) that include but are not limited to:

TACTICS

- 3.1. Annual assessment of the demographics of Affiliate, Affiliate Network and NAAEE leadership.
- 3.2. Annual assessment of the demographics of individual Affiliate and NAAEE membership.
- 3.3 An internal JEDIA organizational capacity building assessment.

Strategies for Building Equitable Affiliates

STRATEGY 4

Create expectations and accountability measures for Affiliates (including but not limited to):

TACTICS

- 4.1 Define expectations for Affiliate leaders to participate in a minimum of one JEDIA training each year. (Conference Workshops, Webinars, NAAEE sponsored training, etc.)

STRATEGY 5

Provide support for Affiliates that are implementing JEDIA initiatives at the Affiliate level and highlight current achievements within the Network.

TACTICS

- 5.1 Sponsor ongoing professional learning around JEDIA Topics (affinity spaces, workshops, webinars, courses, etc.) for the Affiliate Network.
- 5.2. Seek funding for an on-call JEDIA consultant for the Network and/or train NAAEE Staff and Affiliate leaders to serve in this capacity.



3 Advocacy & Shared Messaging

GOAL 3
Elevate and increase support for environmental education through advocacy and shared messaging to magnify the reach and impact of our work.



As a network of professional associations and champions for the field of environmental education, together, NAAEE, the Affiliate Network, and individual Affiliates have a unique leadership and coordination role to play in advocating for increased access to, and funding for, high quality of environmental education at every level. Advocacy efforts sometimes focus on achieving a particular policy or legislative goal, but advocacy for environmental education takes many other forms and desired outcomes.

Outreach to a school superintendent to encourage integration of environmental and outdoor learning into the curriculum or engaging local funders to urge more support for community-based environmental education are two examples of targeted advocacy critical to sustaining and expanding the field. The breadth of our collective advocacy work at the local, state, and federal levels can benefit from careful messaging designed to address the specific needs and interests of different audiences. Likewise, partnerships and coalition-building work at every scale can build field-wide capacity for advocacy over the long term. While policy approaches and strategic partnerships will differ from one place to another, there are some common tools and resources that can increase the Affiliate Network's capacity to engage and lead these efforts.



HOW CAN YOUR AFFILIATE CONTRIBUTE?

STRATEGY 1

- Establish an advocacy liaison/committee chair/volunteer position.
- Participate in monthly NAAEE Advocacy calls

STRATEGY 2

- Adopt and use shared messaging when final.
- Use shared graphics and promotional tools to promote Affiliate Network value and collaboration.
- Contribute photos to the photo library.



STRATEGY 1

Build Affiliate leadership for environmental education advocacy.

TACTICS

- 1.1 Build out the existing eeADVOCATE toolkit with new content (e.g., working with your state board of education).
- 1.2 Disseminate eeADVOCATE and other resources through regular training for Affiliate leaders.
- 1.3 Increase Affiliate participation in NAAEE's existing action Network (which currently focuses on federal advocacy for environmental education) and build Affiliate leadership through training and mentorship for national advocacy efforts
- 1.4. Increase Affiliate participation in state and local advocacy efforts through training and mentorship, and sharing the stories of Affiliate leaders who are currently serving in these capacities.
- 1.5. Pursue funding to increase capacity for EE advocacy including additional staff, digital tools, and professional lobbying.

STRATEGY 2

Create a unified voice and messaging for environmental education and the Network.

TACTICS

- 2.1. Develop and share clear messaging describing the value of the Affiliate Network and its unique role.
- 2.2. Finalize and disseminate an Affiliate messaging toolkit.
- 2.3. Create and share templates for website copy that align messaging and increase search engine optimization.
- 2.4. Create a shared photo library with high-resolution images.
- 2.5. Provide general public relations assistance to Affiliates.
- 2.6. Develop case studies that illustrate the power of the Network/value add of Network collaboration.

HOW CAN YOUR AFFILIATE CONTRIBUTE?

STRATEGY 3

- Develop list of potential "one adjacent" organizations that might be good partners.
- Provide NAAEE with examples of how partnerships that NAAEE initiated (through national convenings) are maintained and showing success.
- Host Guidelines for Excellence Community Engagement trainings to assist with accomplishing 3.4.

STRATEGY 3

Build coalitions and strong partnerships.

TACTICS

- 3.1 Incentivize new state-level partnerships with "one adjacent" organizations (e.g., environmental justice, formal education, etc.).
- 3.2 Host national convenings of NAAEE Affiliates and other national Networks of "one adjacent" organizations (e.g., EPA region offices, Offices of Outdoor Recreation, Departments of Natural Resources, Environmental Justice Networks etc.).
- 3.3 Provide assistance to individual Affiliates without advocacy capacity to help them identify and work with an advocacy partner to lead efforts.
- 3.4 Expand the current ESSER campaign into a national coalition for environmental education and outdoor learning with a focus on federal legislation and overall messaging.
- 3.5 Develop case studies that illustrate best practices for state and local coalition building.



4

Innovation & Shared Learning

GOAL 4
Provide space and opportunity for fostering innovation, shared learning, and addressing emergent issues.



Goal 4 recognizes that the needs, priorities, and opportunities of the Network will change over time. During the development of the Network goals, we heard strong feedback that implementation of our shared vision needed to be nimble and responsive to the needs of the Network and that new opportunities may emerge to advance environmental and outdoor learning. The strategy included below is intended to help develop the structure and supports needed to help the Network take advantage of new opportunities; however, because it is impossible to identify these changes and opportunities before they emerge, we are intentionally leaving space for new strategies to develop and be added here.

STRATEGY 1

Develop guidelines and strategies to help Affiliates innovate, self-organize and connect.

HOW CAN YOUR AFFILIATE CONTRIBUTE?

STRATEGY 1

- Join Quarterly Affiliate Network Open Space Calls
- Suggest Topics for Deeper Discussion
- Participate in Affiliate Network Communities of Practice, Committees and ad hoc groups.



Putting It Into Action

As a living, iterative document this work plan will guide the actions to achieve the Affiliate Network goals, mission, and vision. We encourage individual Affiliates to consider ways that this work plan might inform their own work, with the understanding that what this looks like vary depending on their capacity.



Though all strategies and tactics created in this planning process are listed in the document, it was never intended to be a complete list of tactics. The Affiliate Network governance infrastructure, including the Affiliate Network Working Group, Advisory Group, and other entities within the network can select which tactics to prioritize to best meet the needs of the network. Affiliate leaders are invited to collaborate and identify the best approaches for action, measurable outcomes, and needed resources to successfully implement the strategies outlined in this plan.

Both current and new working groups or action teams may be established and tasked with formulating next steps and help communicate and assess how the Network collectively is addressing specific goals and objectives.

The Affiliate Network, with support from NAAEE Affiliate Relations staff, will gather information about lessons learned and facilitate ongoing dialogue about the work plan with the intent to update the plan within the next three years. Additionally this plan may be updated at anytime as needed as emergent issues or need from within the Network arise.

The NAAEE Affiliate Network as an entity will continue to learn, evolve, and support a diverse array of partners all working together to fulfill its goals and vision.

Appendix A - Network Leadership

This work plan builds on years of leadership and feedback from members of the Affiliate Network. Most recently the following groups have provided leadership to develop the Affiliate Network's current goals and work plan.

Fall 2020 Affiliate Network 2.0 Working Group (Sept. 2020 - March 2021)

The NAAEE Affiliate Network 2.0 Working Group was established and resourced with a facilitation team in Fall 2020 to conduct a collaborative three-month design sprint imagining 2021 and beyond. From this work draft Network goals, a new body and process for the Network moving forward, and draft Network maps were developed.

Members

- Abbie Enlund, Environmental Education Association of Illinois
- Adrian Ayson, Maine Environmental Education Association
- Alex Porpora, Utah Society for Environmental Education
- Ashley Hoffman, Kentucky Association for Environmental Education/Southeastern Environmental Education Alliance
- Audrey Eisenhauer, New Hampshire Environmental Educators/New England Environmental Education Alliance
- Brenda Metcalf, Environmental Education Council of Ohio (EECO)
- Bruce Young, NAAEE
- Charzy Jones, Environmental Education Association of Oregon (EEAO)
- Debra Veeder, Mississippi Environmental Education Alliance (MEEA)
- Diona Williams, Arizona Association of Environmental Education
- Judy Braus, NAAEE
- Laura Collard, Maryland Association for Environmental and Outdoor Education
- Laura Downey, Kansas Association for Conservation and Environmental Education (KACEE)
- LoriAnne Barnett, Arizona Association of Environmental Education
- Renee Strnad, Environmental Educators of North Carolina / Southeastern EE Alliance / NC State University
- Co-Chairs: Katie Navin (Colorado Alliance for Environmental Education) & Sarah Bodor (NAAEE)

Affiliate Network Advisory Group (Launched Fall 2021)

The Advisory Group is a more representative group (geography, capacity, identity, role) of the NAAEE Affiliate Network. The Advisory Group's purpose is to increase NAAEE Affiliate Network communication and clarity, expand the breadth of feedback and new ideas in the Affiliate Network, and build relationships within the Affiliate Network and NAAEE, all toward advancing the NAAEE Affiliate Network goals.

Members

- Adam Young, Canadian Network for Environmental Education and Communication
- Alicia Mein-Johnson, Texas Association for Environmental Education
- Ansley Eichhorn, Tennessee Environmental Education Association
- Ashley Eaton, Vermont Education and Environment Network
- Barnabas Coker, Environmental Educators of North Carolina
- Brenda Metcalf, Environmental Education Council of Ohio
- Cindy Fitzwilliams-Heck, Michigan Alliance for Environmental and Outdoor Education
- Jeanine Silversmith, Rhode Island Environmental Education Association
- Jenna Mendenhall, Environmental Education Association of Oregon
- Jennifer Klein, Massachusetts Environmental Education Society
- Julie Travaglini, Pennsylvania Association of Environmental Educators (PAEE)
- Laura Collard, Maryland Association for Environmental and Outdoor Education
- Laura Downey, Kansas Association for Conservation and Environmental Education
- Lauren Darnold, Nebraska Alliance for Conservation and Environmental Education
- LeAnn Rutledge, Environmental Education Alliance of Georgia
- Lynn Karbowski, Wisconsin Association for Environmental Education
- Misty Klotz, Michigan Alliance for Environmental and Outdoor Education
- Renee Strnad, Environmental Educators of North Carolina
- Ryan Mayeda, California Association for Environmental and Outdoor Education
- Seth Spencer, Alaska Natural Resources and Outdoor Education Association
- Sophia Stephenson, Arkansas Environmental Education Association
- Stacey Helmer, Delaware Association for Environmental Education
- Zipa Vokwika, Environmental Education Alliance of Georgia

Affiliate Network Working Group Members (Launched Summer 2021)

The Affiliate Network Working Group is a smaller group of Affiliate Network representatives with capacity to dedicate to advancing Network goals, guided by active listening to the Advisory Group and other stakeholders. Working Group members work collaboratively and transparently with each other and the rest of the Affiliate Network and NAAEE to advance the Network goals in measurable ways.

Members

- Abbie Enlund, Environmental Education Association of Illinois
- Alex Porpora, Utah Society for Environmental Education
- Ashley Hoffman, Kentucky Association for Environmental Education / Southeastern EE Alliance
- Charissa (Charzy) V. Jones, Environmental Education Association of Oregon
- Debra Veeder, Mississippi Environmental Education Alliance
- Estrella Risinger, California Association for Environmental and Outdoor Education
- Kevin Wickersham, Texas Association for Environmental Education
- Susan McGuire, Wyoming Alliance for Environmental Education
- Sylvia Collazo, League of Environmental Educators in Florida

NAAEE Representatives & Co-Chairs Serving Both Groups

Co-Chairs

- Katie Navin, Colorado Alliance for Environmental Education
- Sarah Bodor, Director of Advocacy & Affiliate Relations, NAAEE

NAAEE Representatives

- Judy Braus, Executive Director, NAAEE
- Bruce Young, Affiliate Relations Specialist, NAAEE

Appendix B

Sample Draft Living Glossary of JEDIA Definitions

This is a sample of JEDIA definitions currently being considered by an internal NAAEE workgroup through a review process. We are actively thinking about how the new Working and Advisory Groups, along with the Affiliate Network Equity & Inclusion Workgroup may benefit from participating in a similar process. They are offered here to clarify the terminology used in the new draft goals.

Accessibility – giving equitable access to everyone along the continuum of human ability and experience. Accessibility encompasses the broader meanings of compliance and refers to how organizations make space for the characteristics that each person brings (Alliance of America Museums).

Diverse/Diversity – the demographic mix of a specific collection of people, taking into account elements of human difference. (e.g., racial, and ethnic groups, income, spectrum of built environment settings (rural to urban), faith communities, LGBTQ+ populations, people with disabilities, gender, relationship to the natural environment) (DEIJ in Action Guide).

Equity – the fair treatment, access, opportunity, and advancement for all people, while also striving to identify and eliminate barriers that have prevented the full participation of marginalized groups. (UC Berkeley Initiative for Equity, Inclusion, and Diversity).

Inclusion – celebrating, centering, and amplifying the perspectives, voices, values, and needs of people who experience systemic barriers, mistreatment, or disadvantages based on their identities in order to ensure they feel a sense of belonging. Inclusion is not merely tolerating or accommodating differences; it's about actively valuing and honoring it. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people (UC Berkeley Initiative for Equity, Inclusion, and Diversity, Avarna Group).

Social Justice - a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others and the society as a whole (Adams, Bell and Griffin).

Environmental Justice – the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies (EPA).