



## EEAC Programs Meeting - 8/12/21 4pm - 4:45pm

*The Environmental Education Advisory Council of New York City cultivates an inclusive community committed to increasing its capacity to understand and address NYC's environmental and related societal challenges.*

- **Introductions**
- **Group thinking around:  
low wages + lack of  
diversity event**
- **Other programming ideas**
- **Next Steps**

# ● Group thinking around: low wages + lack of diversity programming

- MIKE- Thinking about this through the lens of CAPACITY BUILDING
  - Increasing salaries, improving jobs, growing the field
  - Maybe this should be a full day workshop
  - Maybe having NAAEE involved as a first step?
  - Federal commitment is too low and is related to capacity building
- BETHANY- Thinking about temporary & seasonal positions vs full time jobs and careers.
  - Massive turnover
  - Incorporating an action plan- tips & tricks to have convos with boards & ED's, letter writing skills
- JADE- Advertising Job Postings
  - Other groups require listed salaries to post in their listservs
  - Could EEAC encourage/require orgs to share salaries when they post?
  - Include timelines and other important information
  - We should encourage NAAEE to do the same!
- SUNNY- SYEP
  - Have DYCD present about internships (summer & school year)
  - This could be a way to help get more young people interested in a career in environmental education
- FRAN- Themes
  - BIG PICTURE/STEPS: policy & funding
  - SMALL STEPS: Best practices we can take right away, how to empower individuals part of large orgs, encouraging orgs to post wages, creating career pathways
  - Event structure- Is this a panel?

# ● Group thinking around: low wages + lack of diversity programming

- FRAN-Structure Ideas for the Event- how do these ideas populate into a day of activity
  - Could be a conference with multiple breakout rooms so people can pick and choose what would be most helpful to them
  - 1 day conference?
  - Maybe a panel would dilute
  - 1 Day Conference with an AM & PM session
- IDEA TO PUSH FORWARD- Multiple late afternoon sessions. 1 hour sessions, maybe weekly on Wednesdays!
  - DYCD Presentation on SYEP & other Internships
  - ADVOCACY to grow the field- increase federal funding
  - ACTION STEPS FOR ORGS Small action steps people can take
  - HIRING BEST PRACTICES?
  - PGM People of Global Majority- creating a safe space for Black people to come together. Could try to find a speaker to address this.
  - MENTORSHIP- Action approach for mentorship. Some way for people established in their career connect with younger environmental education professionals. Get some training.

- Other programming ideas

A decorative graphic in the top left corner featuring several lightbulbs of various colors (yellow, white, grey) hanging from thin lines. Some lightbulbs are glowing, and one has a small icon inside it.

How to build sustainable funding networks and partnerships for EE in NYC

Capacity building is an essential topic.

It would be nice to incorporate a job postings page on the EEAC website where organizations can list postings in the area. A lot of them come through the list Serv but consolidating them would be nice.. similar to [goodfoodjobs.com](http://goodfoodjobs.com)

supporting advancement in the field of EE for all

Also— tips on holding nonprofits in the field accountable for providing and supporting professional development for their employees

Encouraging families to pursue in-person educational opportunities.



WHAT'S  
NEXT?

- **Follow-up to folks who filled out interest form**

- Capture notes & share out to this full group
- Schedule one more meeting to refine the list for the event series
- Fran will send a doodle poll