



Café

The CWA Roadmap: Increasing Justice, Equity and Diversity Together Friday, November 18, 2022

Presenters:

Raquel Garcia-Alvarez, Forest Preserves of Cook County

Dani Abboud, Brushwood Center



Café

With Appreciation

Because trees are important to equity as well as to human health, this CWA Café is supported by the [US Forest Service](#) and the [Illinois Department of Natural Resources Urban and Community Forestry Program](#).

The funding supports workshops and trainings so the Alliance can help more communities improve urban tree canopy forests across the region, including through participation in [Tree City USA](#).

These institutions are an equal opportunity provider.



SUGGESTIONS FOR FUTURE CAFES

Are you a Chicago Wilderness Alliance partner with a conservation success story you'd like to share or a topic to introduce and discuss with your peers? We'd love to have you create a Cafe session!

Cafes are conducted via Zoom and typically last 1 hour. Your session should relate to one or more of the [Chicago Wilderness Alliance Green Vision Initiatives](#).

We'll help you decide on a format for your session and can provide template slides or other assistance as needed. We'll also promote your session on social media and in our monthly newsletter.

Download our [Cafe template](#) for guidelines on how to create and hold your session.

Or contact Laura Reilly to talk through your Cafe session idea. Thanks for sharing your expertise with the Chicago Wilderness network!

Questions?

Laura Reilly, Chicago Wilderness Alliance

Coordinator laura.reillycw@gmail.com



The word "Café" in a white serif font, with a small green leaf icon above the 'é', set against a solid green square background.

CWA JEDI RoadMap Work Plan Overview

Goals, Strategies, and First Year Timeline

CWA JEDI ROADMAP

Raquel García-Álvarez, she/hers/ella

- AKA Rocky
- Policy & Sustainability Manager, Racial Equity, Diversity & Inclusion (REDI) Committee at the Forest Preserves of Cook County
- Leads stewardship days for the Latinx/e Community at Possum Hollow Woods
- Passionate about connecting and revitalizing cultural connections to nature.



CWA JEDI ROADMAP

Dani Abboud, they/them/theirs

- Director of Community Programs & Partnerships for Brushwood Center at Ryerson Woods
- Works collaboratively with partners to increase access to nature and the arts in Lake County
- Leadership Team of Out in Nature, Co-Chair of Initiative 5
- Passionate about youth empowerment, intersectional environmentalism, and systems change



CWA JEDI ROADMAP

Why is CWA Engaging in JEDI Work?

Nature underpins our health and well-being. Everyone should have equal access to nature's benefits, yet green spaces are not equitably distributed nor equally accessible.

We are committed to addressing historical inequities and increasing access to nature for people in the Chicago Wilderness Alliance four-state region who have been historically excluded from its benefits.

Our Alliance is committed to providing resources and strategies to further address this important work.

What is your “why”?
What made you want to join this
Cafe or get more involved in the
JEDI Roadmap Group?

**Breakout in groups of 2-3
Introduce yourself (name,
pronouns, org) and talk about
your “Why”**

Goal 5 Initiative

Our Goal - By 2030, the Chicago Wilderness Alliance will represent the full diversity of the region to:

1. Increase access to natural areas as well as green and blue spaces of all types that are welcoming to all.
2. Expand nature-based programming across the region, particularly in places with the least area of healthy green space as of 2020.
3. Directly addresses the region's legacy of environmental injustice. These efforts will expand who reaps nature's benefits, with an emphasis on those who have been historically excluded, and deepen people's engagement with nature across the region.



CWA JEDI ROADMAP

Project Overview

- The Alliance is in Phase 3 of our JEDI Project with Cream City Conservation: Roadmap Development.
 - Based on the results of our Culture Assessment and internal knowledge, the Roadmap [working group](#) held six strategy sessions with August ball and identified initial areas of focus and a [survey](#) has generated a list of volunteers and preliminary [feedback to inform our next steps](#):
 - Refining organizational work plan into SMARTIE goals, open invitation to future workshop
 - Create CW Cafes to work on each goal
-

GOAL 1:

Engagement

We know that the Chicago Wilderness Alliance membership is not accurately representing the broad diversity of organizations and individuals advancing this work across the region.

We want to reach more organizations that are also working within the realm of human and ecological health, but may align in other ways besides strictly conservation/nature engagement (such as public health, transportation, housing, etc).

Engagement Action Plan

Strategies:	Teams to Engage:	Timeline:
Create Effective Practices Guidelines	JEDI Roadmap Team, Executive Council	High Priority, 2023
Reintroduce CWA to Past, Present, Future Partners	Communications Team, Laura Reilly	Low Priority, Nov/Dec 2023
Individual Engagement	Communications Team, Laura Reilly	Low Priority, Fall/Winter 2023
Organization Engagement	Goal 5 Team, JEDI Roadmap Team	Medium Priority, Mid 2023

GOAL 2:

Accessibility

CWA resources have been created but many organizations, staff, members, volunteers are not aware of them and not able to access/plug in.

Barriers include: Language (multi-lingual, science technical jargon, ASL, live transcript), Transportation, Technology, Capacity, etc.

Accessibility Action Plan

Strategies:	Teams to Engage:	Timeline:
Identify Barriers to Increasing Accessibility in CWA through Member DEI Audit	JEDI Roadmap Team, Goal Teams	High Priority, Q4 2022, Q1 2023
Amplify Resources, Tools, and Trainings for Members	JEDI Roadmap Team, Goal Teams	High Priority, Q4 2022, Q1 2023
Adoption of Land Acknowledgement Statement & Accompanying Actions	Executive Council, JEDI Roadmap Team	Medium Priority, Q2/Q3 2023
Adoption of Accessibility Statement and Accompanying Actions	Executive Council, JEDI Roadmap Team, Goal Teams	Medium Priority, Q2/Q3 2023

GOAL 3:

Advocacy/Awareness

Numerous CWA resources have been created, but many organizations within our membership are not activating around these resources or connecting to the network due to aforementioned barriers and lack of effective communication.

Additionally, groups who may be interested in joining the alliance may not be aware of what resources and support are available.

Advocacy/Awareness Action Plan

Strategies:	Teams to Engage:	Timeline:
Create JEDI Policy & Advocacy Statement Guidelines	Executive Council, GRC & JEDI Roadmap Team	High Priority, Q1 2023
Improve JEDI Education & Resource Sharing	Communications Team, JEDI Roadmap Team	High Priority, Q4 2022
Raise Awareness of Ongoing Member Work in CWA	Communications Team	Low Priority, Q3/Q4 2022

CWA Partner Audit



CW Alliance Partner JEDI Audit

CW Alliance Partner JEDI Audit

This Audit is a tool to help Chicago Wilderness Alliance assess the JEDI practices of our partners, and better understand what tools, resources, and connections we can provide to uplift environmental JEDI work across our region.

AUDIT

Overview

- Goal of Audit is to do an internal inventory of assets and needs relating to JEDI work within our current membership
 - Who is leading this work? Who needs to be connected to leaders?
 - Structural Level
 - Internal board/staff structure, funding, policies, trainings, etc.
 - Programmatic Level
 - Public facing practices, accessibility of materials and sites
-

Relation to Three Goal Areas

- **Engagement**
 - Help assess who in our Alliance is engaging with this work in a meaningful way, and who needs to be connected
 - **Accessibility**
 - What places/organizations are accessible in the CW Region?
 - How can we create a useful hub of JEDI resources that further this work in our region?
 - **Advocacy**
 - Based on our findings, what policies are needed support and uplift this work across the Alliance?
 - How do we better advocate for & amplify leaders in this work as an Alliance?
-

Questions?
Feel free to ask in chat!

**Choose 1 of 3 Breakout Groups:
Engagement, Accessibility, Advocacy**

Use Jamboard to Capture Ideas

CWA JEDI ROADMAP

Moving Forward

- Engagement: Team of Audit Ambassadors to help us get folks to understand and take the survey
- Accessibility: Data & Analytics Team to help review responses and pull out themes and make connections
- Advocacy: Team of Policy Guides to help create JEDI Policy/Advocacy Guidelines & Framework based on Audit Responses

Interested in becoming more involved? Let us know in the chat or contact us:
Dani Abboud, They/Them/Theirs, dabboud@brushwoodcenter.org

Raquel Garcia-Alvarez, She/Her/Hers, Raquel.Garcia-Alvarez@cookcountyil.gov



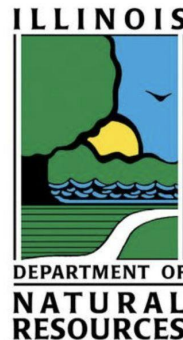
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Engagement

**Network
and
show-up -
be visible!**

**How
expansive is
the CWA?
Focus groups
could be
useful.**

Engaging New Partners in CWA

Engagement Best Practices

**CWA
information
needed**

**Develop a
relationship
with the
organizations.**

**Who do you
want to reach
out to for your
organization,
CWA, etc?**

**Give administrators
an initiatives a
reason to do this
such as the a final
report**

**Think about IT
capability. They may
not have Internet
access, computers,
etc.**

**Does a meeting you
show push your
agenda? Possibly
not but you are still
visible.**

**New partners
- showing up
in their
spaces. Stop
preaching to
the choir.**

**Partners - how do we
become more
connected in the
community? Listen to
the community as to
what is going on in
the community and
what the community
feels is important.**

**Make personal visits
to introduce
organizations to
CWA and why this
audit is important**

**Go where
people are
-attend local
meetings.**

**Conferences -
wild things,
NAAEE, local
meetings**

**Review
partner
materials, and
audit
materials with
them.**

**Representative from
CWA show up to
present the survey
but also include
materials that may
be useful for their
group's work. This
could be people and
or materials . You as**

**Need to use the
people who are
developing the
relationships to
start having the
conversations.**

**Be creative in
your
engagement.
Don't
over-promise!**

**Reach out to
perspective
group**

**Survey length
can determine
if it will be
completed.**

**How do partners
access the audit?
Maybe they aren't
invested in CWA
right now but how
do we develop the
connections?**

**Speakers'
bureau - tap
into for other
associations
to use to talk
about CWA.**

**Present findings of
Audit at conferences
like Wild Things,
Environmental
Education Association
of IL , NAAEE, and
National Association
of Interpretation.**

Accessibility

Identifying Barriers to Accessibility (Audit)

"NatureBus" application? Interested to learn more about this

Consider dissemination of audit for non-internet connected audience

Personal outreach, deadline, some kind of reward (outings or visits to different sites)

personal safety is an issue at some places where we are doing natural-areas restoration. Not so much in terms of wildlife (we don't have bears around here) but more, crime risk.

Creating a visual/map with different languages people speak, maybe map the orgs that are providing multilingual programs

<https://www.diversityincycling.com/wp-content/uploads/2022/09/Diversity-In-Cycling-Second-Edition.pdf> - did similar surveys and interviews and compiled info here

Land Acknowledgement Statement & Actions

donations to local indigenous groups - groups that do land acknowledgments are then 'putting money where their mouth is' to fund efforts that those groups are seeking

I'm excited to have a statement Alliance members can use so many sm groups aren't duplicating the serious effort involved in developing an appropriate land acknowledgment

Providing transportation and food for events (Shedd does this, CAT does this)

Language Barriers within outreach

+1 someone referenced bringing a summary of terrain to folks in advance and that's great i'd like to see more of this - This seems v helpful for volunteer events

knowledge gap - our values and understanding of values and inclusion may be different that our volunteer base - how do we have a specific training around expectations

It would be helpful to have some sort of site based rating system for accessibility. This could plug into the Hub or be an additional layer on the Openlands Get Outside Map

Authentic Engagement

The Conservation Foundation created a Land Acknowledgement statement with the Midwest SOARRING Foundation.

CLIC training with Cook County Forest Preserves for their camping gear libraries for youth groups and it includes school bus transport at least one way as part of the program.

transportation for folks who don't have a car and don't want to. How can folks get to urban sites and also to sites in more rural areas further from Chicago

wanting more visual aids but having assumptions about visual capabilities based on the nature of our work

Assumption of access to and familiarity with technology

ADA legislation recognizes all disabilities, but really focuses on mobility impairment (including primarily visual issues) You might want to consider an compendium... (1 of 2)

+1 Transportation barriers, such as public access to a site

(2 of 2) that focuses on other disabilities outside of these main focus areas. In this way you could identify places with pleasing noises, or places that highlight access to

maybe a typology of steps that an org could take. E.g. is the current goal removing barriers that are stopping interested people, or attracting new people to be interested?

having a ranking scale w/ a before and after, 12 months after people input their initial responses and we build connections between the leaders & orgs that need help & track improvements

Collaborate with Indigenous groups to create meaningful acknowledgements and further engagement

We start many of our rides with a land acknowledgement of where we are riding. Would be great to maybe get local indigenous folks/tribe members to act as "docent" in giving info

mindfulness around conflict between native groups and museums

Advocacy/Awareness

JEDI Policy & Advocacy
Statement
(what do we stand for and why?)

Awareness of Existing JEDI
Work in Membership,
Effective Resource Sharing

Growing dialogue
around getting from
statements to
action, and writing
acknowledgements
to include action.

Action Alert system:
<https://www.chicagowilderness.org/page/Advocate>

Changing the
narrative and sharing
people's other
histories. Re-sharing
the training on
"History of
Conservation" &
"Planting Seeds &
Growing Racial Equity

Roots & Routes -
<https://www.gatherin-gspaces.org/> - Based
on +7 years on best
practices on creating
gathering spaces

REDI Strategic plan
& two position
papers on REDI
fpdccc.com/redi

<https://www.gatherin-gspaces.org/featuredprojects>

We think broader in
what we consider
our main course of
work. i.e. Ecological
project along with
social issues, what is
the community's
biggest needs..

Access to alerts &
see the alerts. A
pre-step to joining
the CWA, and that it
be seen as a benefit.

Brushwood Center's
Health, Equity, and
Nature Accelerator
<https://www.brushwoodcenter.org/acclerator.html>

Are the resources
from the CWA JEDI
trainings available?
Where are they
stored.

Brookfield
Zoo/Chicago
Zoological Society's
work on disability
services and
accessibility.

