



JUSTICE  
OUTSIDE

2022

IMPACT  
REPORT

# A Letter from Kim



Dear Community,

I am so proud of our work together last year. At Justice Outside, 2022 was a year of growth, transformation, and connection. Not only did our team grow in numbers, strengths, and perspectives, we also expanded our programs and impact while deepening our connections with our communities—from grantee partners to alumna of our programs to funding partners. Our work was made possible by you: our generous, committed community who showed up for Justice Outside and our mission for advancing racial equity in the outdoors and environmental movements. Thank you!

Over the past few years, our country has made strides towards racial justice and equity thanks to the diligent work of organizers, advocates, and organizations like Justice Outside around the country. We see the changes firsthand through our own work, the growing interest in supporting our efforts, and the young Black, Indigenous, and People of Color who

graduate from our programs and become leaders for change in their own community. We also see it in the work of our grantee partners throughout the country who are championing equity and justice at the grassroots level.

Our work this past year is a testament to the brilliance, love, and perseverance of our communities, and yet there remains much to do. We will not rest while so many in our communities continue to suffer the consequences of inequity in accessing natural resources and the basic rights of safety and health. We will continue this work to build power with Black, Indigenous, and Leaders of Color to create the systemic change needed until we are all sustained and thriving as a collective. Thank you for being part of this work. Thank you for believing in Justice Outside's mission.

In gratitude and community,

A handwritten signature in black ink that reads "Kim Moore Bailey". The signature is fluid and cursive.

Kim Moore Bailey

President & Chief Executive Officer

**Candid.**

## Philanthropy News Digest

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# What young professionals can teach us about grantmaking for climate justice

SPOTLIGHT

## Thought – Leadership

[In an op-ed for Philanthropy News Digest](#), published in August 2022, Justice Outside President & Chief Executive Officer Kim Moore Bailey and Chief Program Officer Laura Rodriguez wrote about what we learned from working with participants in our Rising Leaders Fellowship, where we brought together 20 nonprofit professionals, most of them Black, Indigenous, and People of Color, to get hands-on experience with philanthropy. In 2021, program participants had the opportunity to design a \$40,000 grantmaking program and decide to whom they would award grants and how they would distribute those funds across the selected grantees. They were invited to examine all the “rules” they knew about philanthropy. Here’s a short excerpt from the op-ed:

*To meet the needs of our communities right now we must trust the leadership of a new generation of rising leaders of color. The future of sustainability and environmental justice depends on Black, Indigenous, and Leaders of Color having the power to distribute resources in their communities, to build on generations of cultural knowledge of community sustainability, and to move forward in trusting relationships with funders. These lessons learned from the Rising Leaders program provide a blueprint for the work ahead for all us working in climate justice philanthropy.*





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Justice Outside Grantee Partner: In Color Birding

## Liberated Paths Grantmaking Program

In 2022, we awarded over \$2.5 million to 116 grantees, and we don't plan to stop there! As part of our regional grantmaking and through the support of our funding partners, we awarded \$574,900 to 30 new grantee partners in the Nanticoke/Siconese/Lenni Lenape Whittuck/Delaware River Watershed region. This was our first time ever supporting organizations on the East Coast, granting funds to organizations working at the intersection of the outdoors and racial justice in Delaware, New Jersey, New York, and Pennsylvania.

Our support for organizations working in communities around the country goes beyond financial grants. Our model also offers consistent capacity building support, mentorship, and networking opportunities. We work to connect our grantee partners with the tools and resources they need to sustain their vital work. To that end, in addition to trainings and workshops for all grantee partners, we work with each partner to identify areas where they want to grow and tailor our support to their needs. These areas could include: board recruitment, financial sustainability, staffing and hiring considerations, executive leadership coaching, budget planning, program design, insurance and liability considerations, safety, guidance on applications for additional grants, and more.

We're so proud to partner with extraordinary organizations in the California coast, Pacific Northwest, Southwest, and Nanticoke/Siconese/Lenni Lenape Whittuck/Delaware River Watershed. In 2023, we are excited to expand our Liberated Paths grantmaking to North and South Carolina.

In addition to our regional grantmaking, in January of 2022, the Youth Access to Nature fund (YAN) transitioned to being managed by Justice Outside, after years of close partnership with The San Francisco Foundation. We are excited and so humbled by their trust in our vision and our dedication to the youth of the San Francisco Bay Area. Through YAN, we granted \$504,500 in grants to 21 new grantee partners in 2022.

When we combine funds given to new partners with renewed funding to our 2021 and 2020 grantee cohorts, our grantmaking in 2022 totals over \$2.5 million to 116 organizations making a difference on the ground in our communities. Thank you for making our restorative grantmaking focused on building power with Black, Indigenous, and Leaders of Color possible!



Justice Outside Grantee Partner: Trips for Kids Marin

## 2022 New Regional Grantee Partners

- |  |  |   |
|--|--|---|
| AFRICOM  | Iglesias Gardens                           | Resilient Roots Community Farm-VietLead |
| Afros in Nature                                | In Color Birding Club                      | Seeds of Liberation                     |
| Blackbird Fields Forest Restoration            | Inspiring Nature and Divinity in Americans | Southeast Gateway Neighborhood          |
| Black Girls Hike Too!                          | Lutris Health and Environmental, LLC       | Spirits Up!                             |
| Branch of Knowledge                            | Native Roots Farm Foundation               | Superior Arts Institute                 |
| Chester Residents Concerned for Quality Living | North Philly Peace Park                    | Tiny Farm Wagon                         |
| Coastal Defenders                              | Outdoor Inclusion Coalition                | United Lenape Communities               |
| Dance Ecology and Water                        | Philly City Repair Project                 | Urban Sense Project                     |
| Gente De Tierra                                | Philly Gear Library                        | Urban Tree Connection                   |
| Hike + Heal                                    | PHonk!Philly                               |   |
| HomiesHelpingHomies                            |  |   |

## 2022 YAN Cohort of Grantee Partners

- |                               |   |                         |
|-------------------------------|---|-------------------------|
| Alliance for Felix Cove       | Indigenous Food Sovereignty (Tamien Nation) | Sama Sama Collective    |
| Brothers on the Rise          | Inner City Bliss                            | Sankofa Roots           |
| CA Field School               | Kutichiy Collective                         | Sogorea Te' Land Trust  |
| Climate Resilient Communities | PUNTES                                      | Trips for Kids Marin    |
| Color the Outdoors            | Radical Monarchs                            | Vallejo Project         |
| GirlVentures                  | Raizes Collective                           | Wicahpi Koyaka Tiospaye |
| Hummingbirds of Oakland       |   |                         |

# Outdoor Educators Institute

OEI is one of our flagship yearly programs, through which we support young adults interested in pursuing a career in outdoor education, facilitation, and leadership through an immersive training. Participants experience a transformative immersive co-learning experience where they learn key outdoor skills—such as safety planning, backpacking, and sea kayaking—and gain practical knowledge to discuss the most critical social and environmental justice issues of our time. Last year, we supported 28 young professionals in three cohorts held simultaneously in Fresno, North Bay, and South Bay. We had the largest number of graduates ever in 2022.



“I’m always going to hold this experience really close to my heart and try to take that with me whenever I go outside.”

— 2022 Outdoor Educators Institute Participant

## Spotlight: Supporter



Every nonprofit organization has champions who’ve supported it from day one. For Justice Outside, one of those champions is Rebecca Bowman. Since 2017, Rebecca has not only donated regularly to Justice Outside to sustain our mission of making the outdoors safe and accessible for Black, Indigenous, and People of Color, but also worked as an informal ambassador for the organization. She’s spoken on behalf of Justice Outside at events and board meetings. She has attended events and gathered community to join us. Rebecca has personally supported Justice Outside by raising \$23k—which includes annual corporate matches from her workplace, Clorox. She’s one example of what a dedicated person can do for a cause. We honor all the ways in which Rebecca shows up for Justice Outside, helping us show up for our communities.

## We won an award

In November 2022, Justice Outside was recognized with the Outstanding Foundation or Grantmaking Professional Award at the National Philanthropy Day event hosted by the Association of Fundraising Professionals-Golden Gate Chapter. We are honored to have received this award which recognizes a grantmaking organization that “provides financial support, inspiration, encouragement, and motivation to nonprofits and grantmakers alike—as well as developing innovative approaches to philanthropy.”



## OEI: Pathfinders



In addition to delivering three cohorts of OEI, we celebrated our first cohort of “Outdoor Educators Institute: Pathfinders.” Created based on requests from our alumx, this is a 5-month career pathway program specifically designed for graduates of the Outdoor Educators Institute (OEI) to further develop their own outdoor equity-oriented projects. This year, OEI: Pathfinders supported six professionals working in the outdoors and environmental justice sector. In addition to the training, mentorship, and support from industry leaders, participants were provided with \$1,000 grants to help their initiatives in any way they found necessary.

“Participation in this program was helpful in providing me with concrete information about creating our programs, from legal steps to funding, but I think some of the most beautiful parts of the program is the space for us to talk about our dreams and also our fears.”

— **Wynn Kwan**, who is designing a program to connect and reconnect women and nonbinary People of Color with the outdoors through adventure, joy, play, community care, racial solidarity, and social justice.



## Rising Leaders Fellowship

In 2022, we nearly doubled the number of participants in our Rising Leaders Fellowship by offering two cohorts: one virtual and one in-person! The Rising Leaders Fellowship supports the continued career development of individuals in entry- to mid-level positions within the outdoor/environmental/environmental justice sectors. Through this program, we engage Black, Indigenous, and People of Color and allies who are committed to effecting

culture change within their organizations in order to ensure that Communities of Color are authentically seen, valued, and connected to the outdoors. The monthly cohort convenings covered topics such as power and privilege, intentional communication, strategic planning, self-care, and more. In 2022, 39 incredible leaders graduated from the Rising Leaders Fellowship.

## Training and Support

In 2022, we provided training and support to 38 organizations across the country. Through our Training and Support program, we prepare individuals and institutions to become agents of change for increased racial justice in their work, conduct organizational assessments designed to identify organizational perceptions, strengths, challenges, and opportunities

with respect to anti-racism, and provide technical assistance to build capacity and institutionalize change at organizations. Our Training and Support program is a key part of our work to create systemic change in the outdoors and environmental movements by instilling and strengthening equitable beliefs, policies, and frameworks in organizations.

## Facilitation Train the Trainer Institute

In 2022, we inaugurated our Facilitation Train the Trainer Institute, through which we strive to equip individuals with tools and resources as they deepen their work as agents of change for racial justice. The Institute is a space for deep engagement and personal and professional development for trainers of social justice and equity issues. In our first cohort ever, we

trained 10 professionals, most of whom are alumna of our Rising Leaders Fellowship. They will be able to train organizations through Justice Outside's framework, utilizing our highly developed tools and resources. We are excited to welcome these trainers into the important work of transforming organizations with their in-depth knowledge of equity and justice in the workplace.





## Spotlight: Events

We built community and nourished our roots. Through a Community Gathering in October, where we hosted program alumx, grantee partners, funding partners, sister organizations, and Justice Outside supporters and friends, we had the chance to connect with our community in Oakland and show off our new office. Following the Community Gathering, the expanded Justice Outside team met for an all-staff retreat to build community and strengthen our bonds. Earlier in the year, we were able to collaborate with many in our community around our annual Explore-A-Thon, not only to raise funds for our work but to also celebrate the joy of being outdoors. The campaign included a community walk and talk where we learned about the ecosystem of Half Moon Bay from experts at our partner organization WRA, Inc. We ended the year with [We Love the Light](#), with artist,

astrophysicist, and professor of astronomy Dr. Nia Imara. Held in collaboration with our friends at The Lawrence Hall of Science, the lecture focused on Black, Indigenous, and People of Color's work in exploring the universe and understanding the importance of the ever-present light around and within us.

We're so deeply grateful for the opportunity to safely be together online and in-person this year. We look forward to more opportunities to spend time together in 2023, beginning with our first ever conference, Cultivating Community Outdoors, [being held in April](#). Join our mailing list on [our website](#) to stay updated on Justice Outside events.

# Donor Engagement and Funder Partnerships

In 2022, we exceeded our ambitious development goal of \$4,945,500, raising over \$6,000,000. We are deeply grateful to the individuals and institutions who invest in our work for racial justice in the environment and in the outdoors.

Justice Outside's work to build power within our communities by creating a more just, joyful, inclusive, and expansive outdoors for Black, Indigenous, and

People of Color is possible because of our deep partnerships. From grantee partners who work in our communities, to our funding partners who support our programs, to each individual donor who contributes to our mission with their time, resources, and networks, we are grateful to all in our community.

Please join us in thanking our funding partners whose generous support makes our work possible.

Applied Materials

Arc'teryx

Chrysalis Fund

Clarence E. Heller Charitable Foundation

David and Lucile Packard Foundation

Doris Duke Foundation

evo

Fairview Foundation

First Republic Bank

Gordon & Betty Moore Foundation

Joseph & Vera Long Foundation

March Conservation Fund

Meyer Memorial Trust

Northlight Foundation

Oak Foundation

Oceankind Foundation

Parks California

Pisces Foundation

Progressive Multiplier

REI Co-op

REI Cooperative Action Fund

Resources Legacy Fund

San Francisco Foundation

Schmidt Family Foundation

The North Face

William and Flora Hewlett Foundation

William Penn Foundation

W.K. Kellogg Foundation

WRA



Justice Outside Grantee Partner GirlVenture



## Our Work in Numbers

**39** 

Rising Leaders trained

**28** 

Young professionals graduated  
from Outdoor Educators Institute

**6** 

Alumni graduated  
OEI: Pathfinders

**\$2.5M**

Awarded to **116** grantee partners

**10** 

Professionals trained  
as facilitators

**38** 

Organizations supported  
and trained

**10,132**

Supporters on social media

**43,010**

Visitors on our website



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