



2023

IMPACT REPORT



JUSTICE
OUTSIDE



A Letter from Kim

Dear Justice Outside Community,

I am proud to share with you the accomplishments of 2023. We experienced a year of continued growth, change, and accomplishments made possible with your support. As our team and community continued to grow, and our programs expanded to different parts of the country, we felt awe and gratitude for the work being done nationwide at different levels. From our grantee partners to our alumna to our funding partners, we remain inspired by your commitment to our work. Thank you to each community member that continues to pave and build cairns on the roads to collective change!

We bring the lessons of the past year into the new as we affirm our commitment to racial justice and equity in the new year. We have trained dozens of Black, Indigenous, and Youth of Color, awarded millions of dollars to dozens of grantee partners, and reached thousands of people in-person and digitally. With each person, we exchange a seed of wisdom based on our experiences and strengths that flourishes in our collective struggle toward justice and equity in the outdoors and environmental movement. While

we use data to measure our impact, we know that the impact of the work of Justice Outside goes beyond the numbers.

As much as we have accomplished, we know that there is still much to be done. We are excited and hopeful to keep on strengthening our connections, as well as form new ones, that build up our collective movement. We will continue to do our part in envisioning and enacting systems-level changes through our programs, partnerships, and storytelling. We invite you to join us, until all Black, Indigenous, and Communities of Color experience safety, health, and abundant joy through meaningful relationships with one another and the outdoors.

Thank you for being part of this work. Thank you for believing in Justice Outside's mission.

In gratitude and in community,

Kim Moore Bailey
CEO & President

SPOTLIGHT

Conference

On April 27 and 28, Justice Outside held our inaugural conference “Cultivating Community Outdoors” with nearly 200 members of our community. The conference, held on Ohlone land in downtown Oakland, California, focused on creating a space to discuss equity and justice in the outdoors and celebrate the joy that Black, Indigenous, and People of Color create in the outdoors.

Emceed by Justice Outside Board Member, advocate, and birder Tykee James, the conference agenda included sessions and presenters from many



Photo credit: Marcella Sanchez

disciplines, backgrounds, and regions across the country. Attendees walked away feeling inspired by keynote speakers like Nuestra Tierra’s Ángel Peña about advocacy on Capitol Hill and beyond for a more inclusive outdoors and environmental sector, and Jarre Hamilton from Intersectional Environmental about their approach to bringing a racial justice lens to environmental work.

Liberated Paths Grantmaking Program

The Liberated Paths grantmaking program supports outdoor initiatives and organizations that cultivate and celebrate the contributions of Black, Indigenous, and Communities of Color and affirm the many experiences and identities our communities hold, through grantmaking, capacity building, and network building.

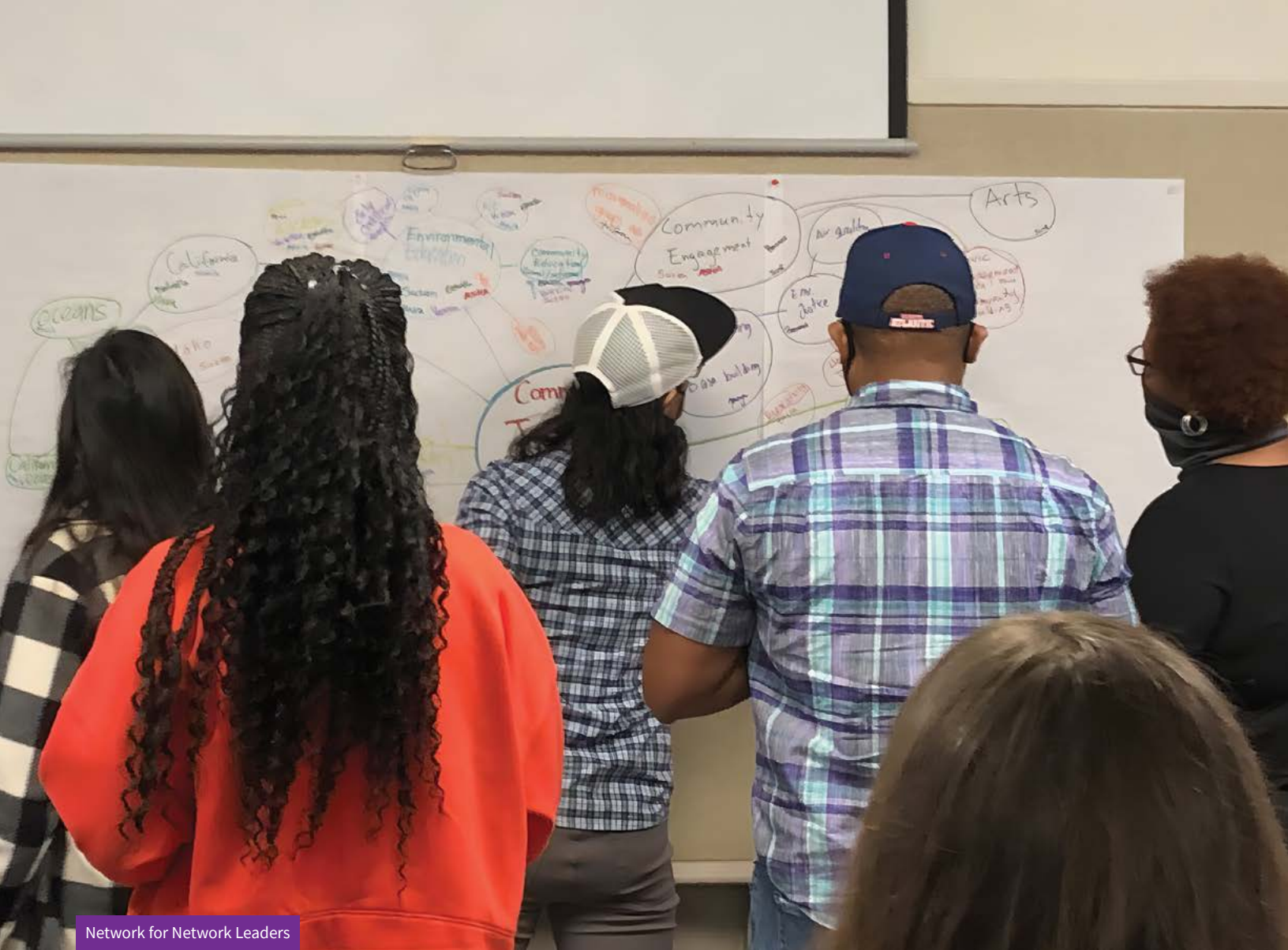
In 2023, we expanded our grantmaking to the South through our grantmaking in North and South Carolina! As part of the preparation, our Liberated Paths team visited with community organizations in the Carolinas working tirelessly to foster community, protect the environment, and sustain traditional ways of connection to land. We are proud to have awarded \$220,000 to 12 new grantee partners working at the intersection of racial justice, the outdoors, and the environment through a partnership with the OAK Foundation.



Liberated Paths

In addition, through our Youth Access to Nature Fund, we granted \$300,000 to new grantee partners in the San Francisco Bay Area. Justice Outside’s grantmaking model awards multi-year general operating support to organizations across the country. In 2023, we were honored to partner with new grantees and continuing grantees to ensure their vital work is sustained. In total we awarded \$2,581,400 to grantee partners in 2023.

In 2024, we are excited to expand our grantmaking along the California coast. Thank you for your continued support of building power with visionary Black, Indigenous, and Leaders of Color!



Network for Network Leaders

2023 New Regional Grantee Partners

North and South Carolina

7 Directions of Service
 Earth Child Inc.
 Gullah/Geechee Sea Island Coalition
 Hampton Friends of the Arts, Inc.
 Latino Aventureros
 New Alpha Community Development Corporation
 New River Catawba
 Naturally Wild
 Rooted In Color

Set In Stone Sustainability Farm and Palmetto Learning Academy
 Toxic Free NC
 Winners Institute for Successful Empowerment (WISE INC)

2023 New YAN Grantee Partners

Brown Girls Climbing
 Camp Common Ground
 Center for ArtEsteem
 Cycles of Change
 Educator Collective for Environmental Justice

Intersectional Environmentalist
 Kindred Soul
 New Creations Home Ministries
 Play Marin
 Reconnect Outdoors
 Wilderness Arts and Literacy Collaborative (WALC)
 Waterside Workshops
 Youth on Root

Network for Network Leaders

In 2023, we launched the Network for Network Leaders: Justice, Community, & Outdoor Learning in partnership with The Lawrence Hall of Science, Pisces Foundation, and Informing Change. Network for Network Leaders has the goal of building individual network leaders' capacity to strengthen the outdoor and environmental education field.

“ This has been a powerful cohort. The sessions and exercises we employed have had a profound impact on me as an individual. These positive impacts are having ripple effects on my network. Furthermore, the knowledge and understanding I've obtained has helped me as a leader to facilitate a more inclusive and equitable network.

—2023 Network for Network Leader

In our 2023 pilot cohort, we selected 19 leaders representing 12 states working at various sub-national and regional levels. Professionals who participated in the pilot cohort of this network engaged in events that promoted individual wellness, collective joy, community building, the cultivation of brave spaces, and overall professional growth of those leading networks in the outdoor, environmental education, and environmental justice field.

The team behind the pilot Network for Network Leaders is working to envision the future of Network for Network Leaders and how this work can continue. We are grateful for those who participated in our pilot program and excited to share more in 2024!



Outdoor Educators Institute

After much planning, and partnership buildings, we launched the first Outdoor Educators Institute in Seattle, Washington! We had an inaugural cohort of 12 participants, in addition to 25 participants part of the California Bay Area and Central Valley cohorts, making 2023 the year with the most OEI graduates yet. The Outdoor Educators Institute (OEI) is a three-month long professional development program for young adults with an active interest in outdoor leadership. OEI graduates receive training in wilderness backpacking, sea kayaking, rock climbing, outdoor facilitation, group management, and conservation skills, and are supported to get placed in outdoor employment at the end of the program.

“ If there's one thing I learned from the programming, it's that it's never too late. We all deserve access to the outdoors. We all deserve to not only envision ourselves in these spaces, but also actively do what our hearts are calling us to do.

— Arely Lopez, 2023 OEI Participant



Rising Leaders Fellowship

Rising Leaders Fellowship

In 2023, we had the honor of working with 35 changemakers through the Rising Leaders Fellowship. In addition to a virtual cohort, we returned to an in-person cohort model, which we were able to offer in a new region, sunny Los Angeles! Topics ranged from intentional communication to fund and curriculum development to self and collective care.

The Rising Leaders Fellowship supports the professional development of individuals in entry- to mid-level positions within the environmental sector. Specifically, Justice Outside supports individuals who are enthusiastic about connecting communities to the outdoors in culturally relevant and inclusive ways by effecting culture change within their organizations.

SPOTLIGHT

Thought Leadership

In an op-ed published in *Philanthropy News Digest* in June 2023, Justice Outside President and Chief Executive Officer Kim Moore Bailey wrote about our Liberated Paths grantmaking model and its goal to transform how organizations in the outdoors and environmental sector are funded. From eliminating barriers and centering accessibility, we explained how Liberated Paths serves as a transformative model in environmental grantmaking, centering Communities of Color and prioritizing their voices, leadership, and solutions.

“By reimagining grantmaking practices, providing holistic support, and uplifting community-led initiatives, we can build a future where all people have access to and are empowered by the transformative power of nature. It is time for more organizations to embrace this restorative approach and join the movement toward more inclusive and equitable grantmaking.”

OEI:Pathfinders

Our second year of running the OEI: Pathfinders saw its biggest cohort yet! Eleven OEI alumx participated in the 5-month professional development program specifically designed for participants to further develop their own outdoor equity-oriented projects. This program equipped them with support, networks, and resources to take advantage of in order to create and sustainably implement culturally relevant initiatives, either within an existing organization or completely independently as a non-profit or personal business. In addition to training and networks, participants received grants to jumpstart their work.

Field Building

Justice Outside has long been on the leading edge of racial justice as it intersects with the outdoor and environmental sector, resulting in being a trusted and known provider of resources, trainings, capacity building and support for organizations. In 2020, we were called upon in record numbers, due to the nation's awakening to the realities of racial injustice, as demonstrated to the world by the murder of George Floyd, and countless other People of Color, by those sworn to protect us. This realization was then compounded by the inequities of access and resource distribution that were highlighted by the COVID-19 pandemic, in combination with the fallout of unchecked climate change resulting in one of the most deadly years for climate-related natural disasters. In the face of this, we rose to the occasion, and provided countless hours of space holding, organizing our networks, training, coaching, and report writing. In the years since, we continued to support the field in their understanding and evolving capacities to hold racial justice in the outdoors as a critical conversation.



Photo credit: Marcella Sanchez

Sadly, we have seen the field backslide in their commitments. We have seen how easily funding and budget allocation gives way to the newest talking points, or revert to easier and more comfortable ways of doing business. We have not relented, we can not backslide in our commitments to our communities and to the goals of justice, equity, and inclusion. In 2023, we entered into a phase of evaluating and learning about the need and narrative of justice and equity work, and how to reignite the fires that still burn in hearts of allies and those that are tired but not broken by the struggle. This work for liberation can not be a flash in the pan — too much is at stake. We will be taking our work, learnings, and commitments to our communities into the new year even if the “how” looks different. We look forward to meeting these commitments with the required conversations in a sustainable way, that continues to move the field to action.

SPOTLIGHT:

Supporter

This year we are thrilled to feature one of our Sustaining Justice (monthly) donors: Blanca Hernández. Blanca first met Justice Outside when the organization where she works, YES Nature to Neighborhoods, became a grantee partner of Justice Outside, and she is currently a participant of our Network for Network Leaders program. She credits the cohort learning opportunities and the Justice Outside community for providing her with the equivalent of a Masters Degree in Social and Environmental Justice. When deciding to become a first time donor in 2019, the fact that Justice Outside is Black-led was definitely an important factor to her. Inspired by the “two glorious days” at our 2022 Convening, Blanca decided to become a monthly donor. “I have so much trust in Justice Outside and in the brave conversations they’re willing to hold. I felt so uplifted by the many Women of Color facilitators.” For Blanca, being able to be part of the larger movement and putting her funds where she knows it’s going to have an impact are critical. When asked what she would say to someone considering making their first gift to Justice Outside, Blanca shares:



“You can start small. Then, ask yourself - is there more that I can give? I am someone who has come from humble beginnings, and I have a larger vision to leave a legacy through my giving.” In addition to supporting Justice Outside, Blanca loves exploring places like Alaska, oil painting, and connecting to her Indigenous roots through permaculture practices. You may have even caught her on our latest episode of our podcast, Joy Outside. Thank you for being an important part of the Justice Outside community, Blanca!

Get Outside with Justice Outside

In 2023, we launched our community engagement series, Get Outside with Justice Outside! With events based in the Bay Area and Seattle, we provided direct, intentional, and accessible ways for our community members to participate in our vision of Black, Indigenous, and Communities of Color experiencing safety, health, and abundant joy through meaningful relationships with one another and the outdoors. We also partnered with local



organizations as we hiked, stewarded the land, shared knowledge, energy, and more.

Stay tuned for future events in new places in 2024!



Liberated Paths

Communications & Advocacy

Justice Outside’s goal is to always uplift the voices of those most impacted in the environmental and outdoors movement. In 2023, we met this goal through expanded and strengthened community partnerships. It has been a joy and a privilege to grow our efforts with Black, Indigenous, and Influencers of Color to create content elevating our joy, beauty

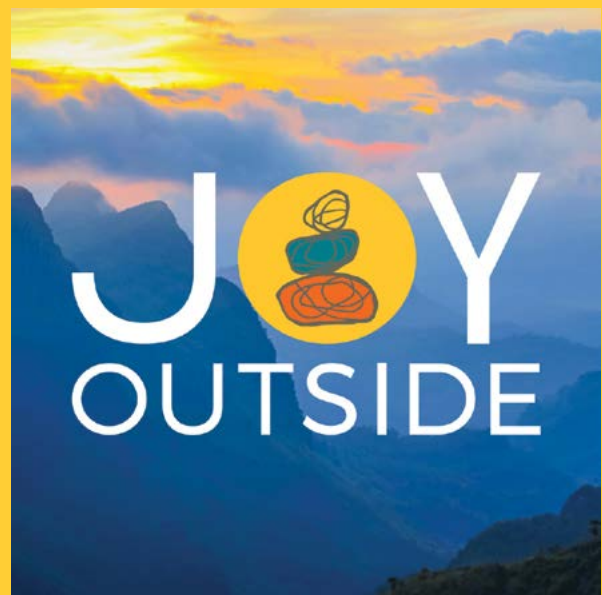
and resilience in the outdoors, through social media posts, email blasts, and blog posts.

In 2023 we continued to build up our advocacy efforts through participation in America the Beautiful for All, feature blogs on Stop Cop City, and adding our voice to call for a ceasefire in Palestine.

SPOTLIGHT

Podcast

To share stories from our community, centering the experiences and wisdom of Black, Indigenous, and People of Color in the outdoors and environmental movement, we launched Joy Outside! In 2023, we published four interviews featuring different Justice Outside community members as we racked up dozens of subscribers. Thank you for listening and make sure to join the conversation in 2024!





Outdoor Educators Institute

Donor Engagement and Funder Partnerships

We surpassed our development goal again this year, raising over \$8,000,000! We are grateful and honored by the continued support and resources our funding partners continue to entrust us with.

Your support ensures that through Justice Outside's programs we can continue to increase the meaningful, safe, and joyful participation of Black, Indigenous, and People of Color in outdoor spaces, dismantle institutional and individual racism in the outdoor and environmental movement, and amplify the stories of Black, Indigenous, and People of Color in the outdoors and environmental sector.

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

Arc'teryx

Alumbra Innovations Foundation

Applied Materials

Battery Foundation

California Natural Resources Agency

California Ocean Protection Council

California Coastal Conservancy

Capital One

Charles Stewart Mott Foundation

Clarence E. Heller Charitable Foundation

David and Lucile Packard Foundation

Fairview Foundation

JPB Foundation

Liberty Hill Foundation

March Conservation Fund

Margaret A. Cargill Philanthropies

Meyer Memorial Trust

Nathan M. Ohrbach Foundation

Oak Foundation

Oceakind Foundation

Pisces Foundation

REI Cooperative Action Fund

Schmidt Family Foundation

The Keith Campbell Foundation for the Environment

The North Face

VF Foundation

Walton Family Foundation

Western Conservation Foundation

William & Flora Hewlett Foundation

William Penn Foundation

W.K. Kellogg Foundation



Photo credit: Marcella Sanchez

Our Work in Numbers

37

Outdoor Educators
Institute graduates

35

Rising Leaders trained

11

Alumnx graduated
OEI: Pathfinders

\$2.5M

Awarded to **127** grantee partners

200+

people attended our
inaugural conference

75

podcast subscribers

13,843

Supporters on social media

48,000+

Visitors on our website



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