



JUSTICE
OUTSIDE

NGA
Advancing Access in
Outdoor Career & Access

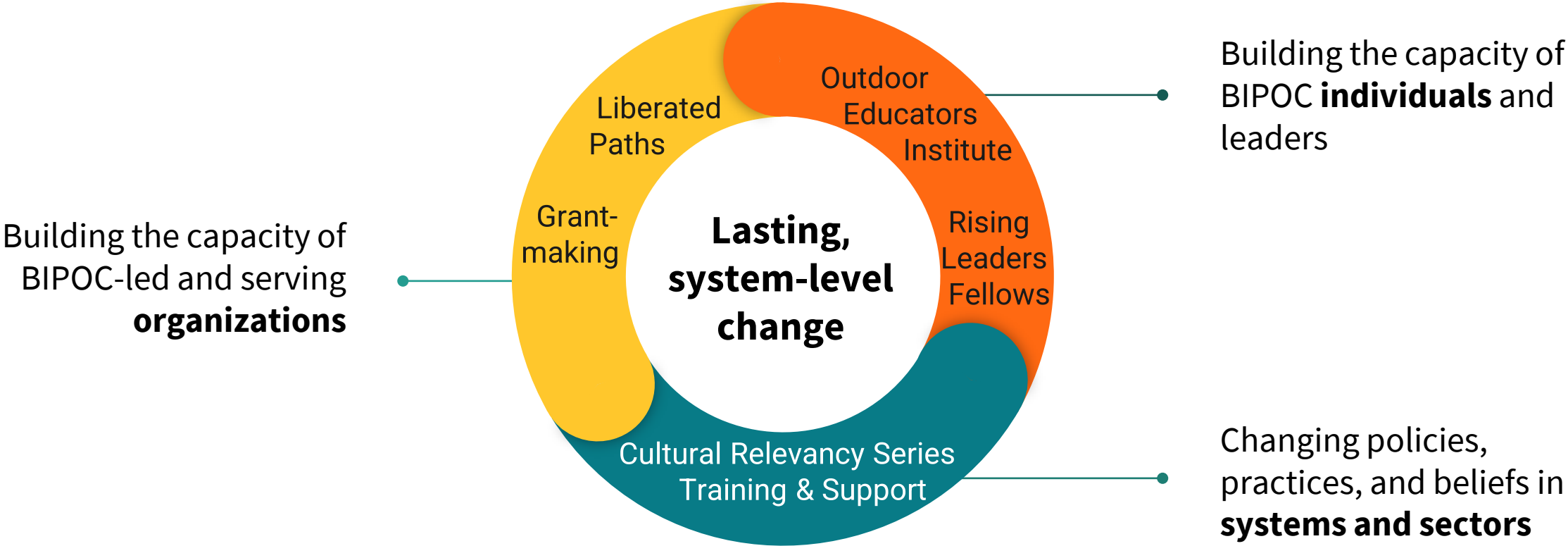
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Justice Outside

Justice Outside advances racial justice and equity in the outdoor and environmental movement. We shift resources to, build power with, and center the voices and leadership of Black, Indigenous, and People of Color because the health of current and future generations demands it.



A Multi-Pronged Approach to System-Level Change



Outdoor Educators Institute (OEI)

The Outdoor Educators Institute develops the next generation of culturally relevant outdoor leaders by building competencies and leadership skills in young adults who have encountered hurdles or lacked the resources to work in the outdoors.

For participants, it provides a clear path to a profession through representation and culturally relevant trainings. Through training passionate young adults, we begin shifting the narrative of the outdoors from one traditionally held solely by people with power and privilege to that of one that includes and embraces people from all walks of life.

For the field, OEI establishes the method by which the next generation of racially and socioeconomically diverse outdoor educators are prepared for service, creating the opportunity for communities of color to see and identify with people in outdoor education programs who look like them and come from similar backgrounds.



What can we learn from OEI

96% of graduates agree that outdoor and cultural relevancy trainings prepared them for outdoor employment.



Rising Leaders Fellowship (RLF)

The Rising Leaders Fellowship supports the professional development of individuals in entry- to mid-level positions in the outdoor and environmental field. Each year, the program welcomes 15–20 individuals into a yearlong cohort series focused on expanding equity, inclusion, and cultural relevancy in their work and that of their organizations. The Fellowship recognizes the need to attract and retain talented people of color in the outdoor and environmental field, and provides a space where early career professionals, especially those of color, can learn the concepts, skills, and management aspects of nonprofit work necessary for career advancement as inclusive and culturally relevant leaders.



What can we learn from RLF

91% of RLF alumnx report that the Rising Leaders Fellowship contributed to positive changes in their career and workplace.

CAREER MOBILITY OF FELLOWSHIP ALUMNI

Exhibit 4 | n=44



What can we learn from RLF

“The Fellowship encouraged me to think about my own cultural and social perspectives of others, while also acknowledging how others might perceive me. I have benefited professionally by adjusting how I approach new audiences, visitors, and program participants.”

- RLF Alumnx

