

California Naturalist Program:

Operationalizing a JEDI Framework

Presented by: Gregory Ira
With content input from Diana Ruiz and Kathi King

WebANR
02/17/2022



UNIVERSITY OF CALIFORNIA
Agriculture and Natural Resources

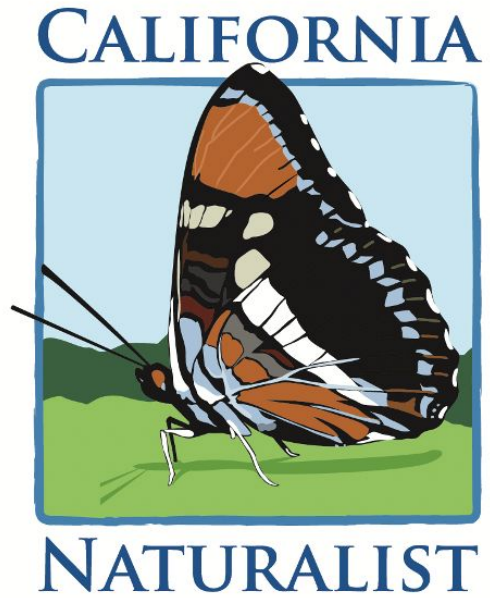
California Naturalist Program

Poll Question

Which of the following best describes the stage you are in when it comes to operationalizing practices from a (any) JEDI/DEI framework in your program?

1. Just learning about it now, no framework or practices yet.
2. Have practices but not part of a formal framework.
3. Have a framework but haven't begun to operationalize practices.
4. Have a framework and operationalizing practices





Presenter

Greg Ira

Director,
UC California Naturalist Program

Land Acknowledgement



UNIVERSITY OF CALIFORNIA
Agriculture and Natural Resources

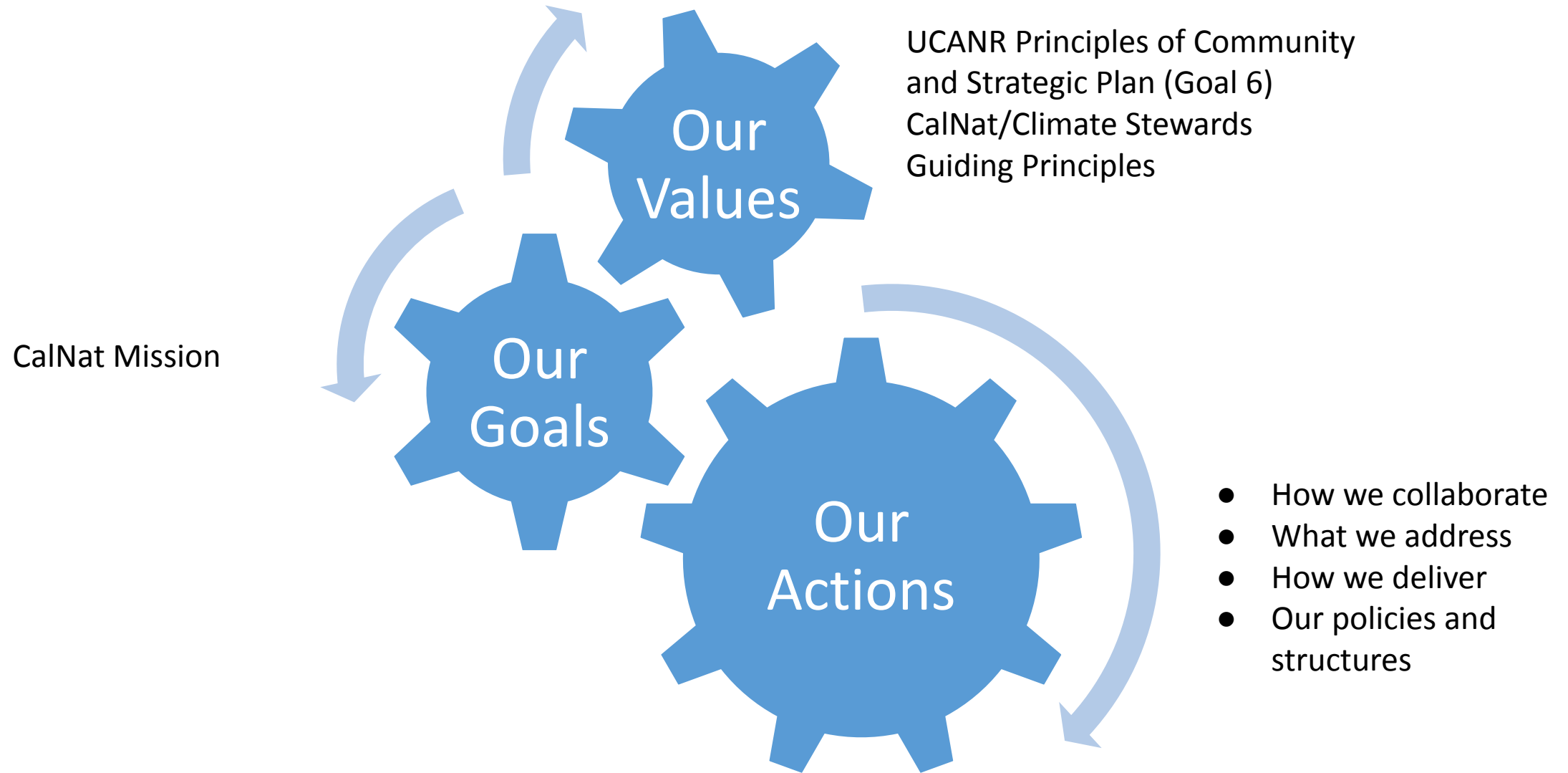
California Naturalist Program

What are the California Naturalist & Climate Stewards Courses?

[CalNatPromo - YouTube](#)



The CalNat JEDI Framework



Guiding Principles

1. Resilience
2. Systems Thinking
3. Interdisciplinary
4. Whole Person
5. Place-shaped
6. Positive and Motivating
7. Justice, Equity, Diversity & Inclusion
8. Ways of Being and Knowing
9. Participatory Science
10. Community of Practice



Mission

Foster a diverse community of naturalists and climate stewards and promote stewardship of California's environment and natural resources through education and service.



Actions

Our values, principles,
and mission demand we
address equity and justice
at all levels:

- Procedural
- Distributional
- Structural



Framework vs. Practices

A Framework is a conceptual structure like a recipe template that organizes our actions (practices) in a systematic manner. It makes it easier for our team internalize and articulate what we are trying to do.

Nanay's Adobo Recipe	
Ingredients	
Steps/Preparation	
Cooking	
Serving	



The CalNat JEDI Framework* at a Glance

Relationships

- Broadening participation requires intentionally building new relationships

Relevance

- Access is irrelevant if program content isn't first locally and culturally relevant

Recruitment

- Programs must actively eliminate barriers to access and participation

Responsibility

- Be accountable for personal growth, measuring progress, and challenging root causes

I. Building **Relationships** one Conversation at a Time

Rue Mapp said in the context of broadening access to state parks, this type of work happens at the speed of relationships. We have focused much of our work on:

Workforce Development:

- California Conservation Corps
- LA Conservation Corps
- Urban Conservation Corps

Groups Serving Tribal Nations:

- Wishtoyo
- California Tribal College

Equity & Env. Justice Organizations:

- Community Nature Connection
- Nature For all
- Oakland Zoo

Community Colleges:



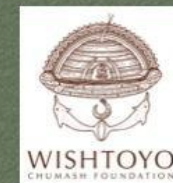
II. Advancing **Relevance** to Place and Culture

The CalNat program seeks to highlight relevance in two main forms:

- **Local** - place shaped focusing on local environmental conditions, issues and priorities
- **Cultural** - framed in a manner that is relevant to the culture of the local audience.

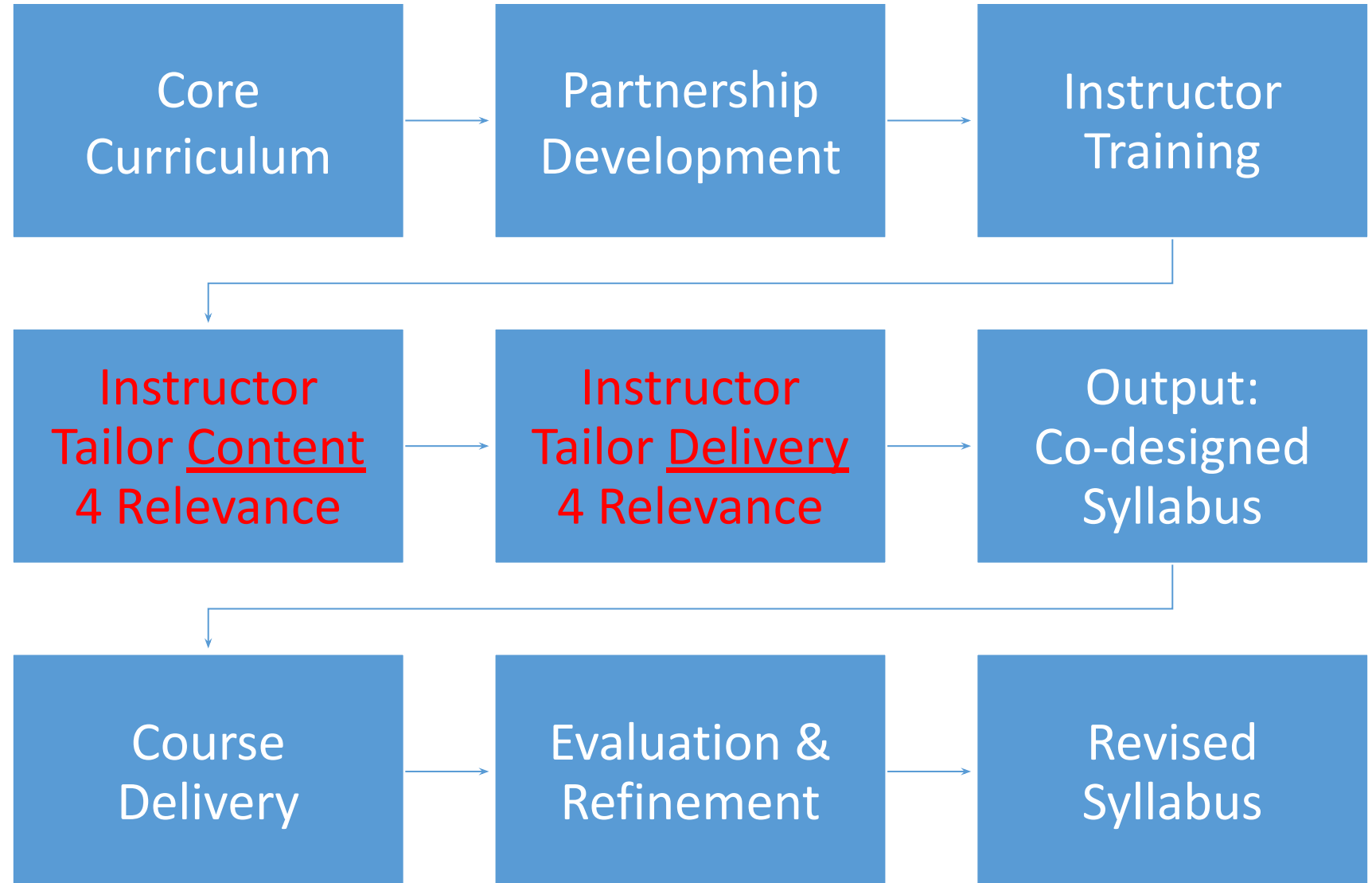


Wishtoyo's California Naturalist Program
Class of 2017



Local and Cultural **Relevance** through Co-design

In the context of the CalNat program “Co-design” primarily takes place as the local partner develops their syllabus



III. Removing Barriers to **Recruitment**

Advancing efforts to address common barriers to participation/access including

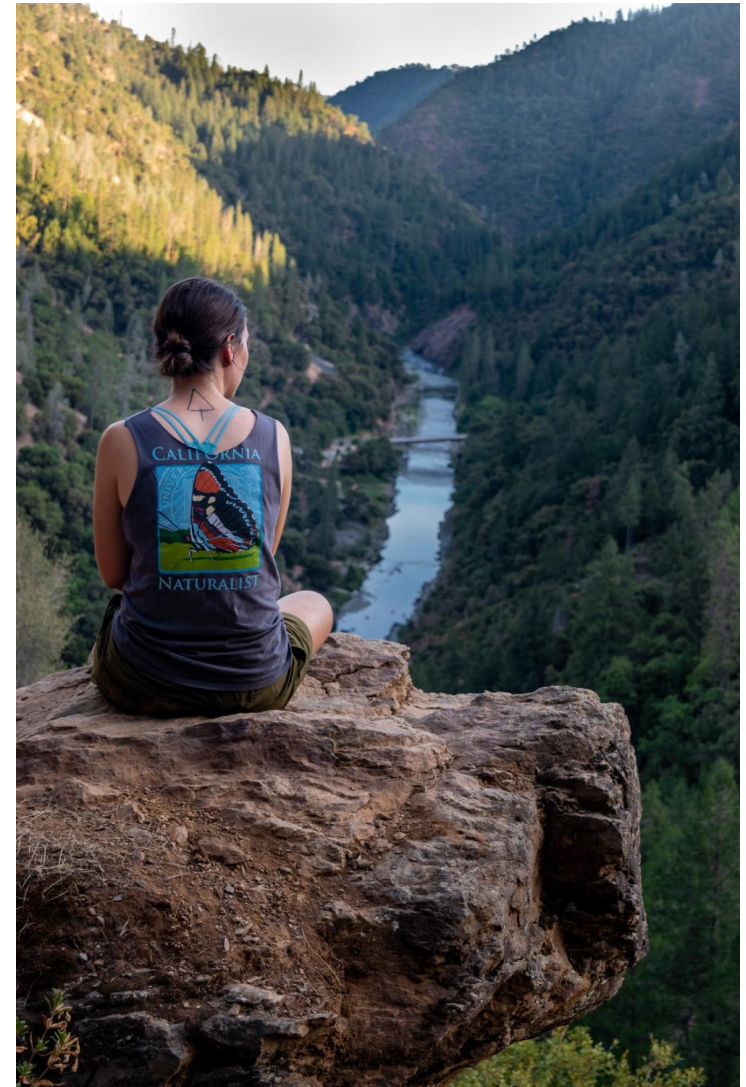
- Language
- Costs
- Accessibility
- “Welcomeness”
- Marketing & Promotion



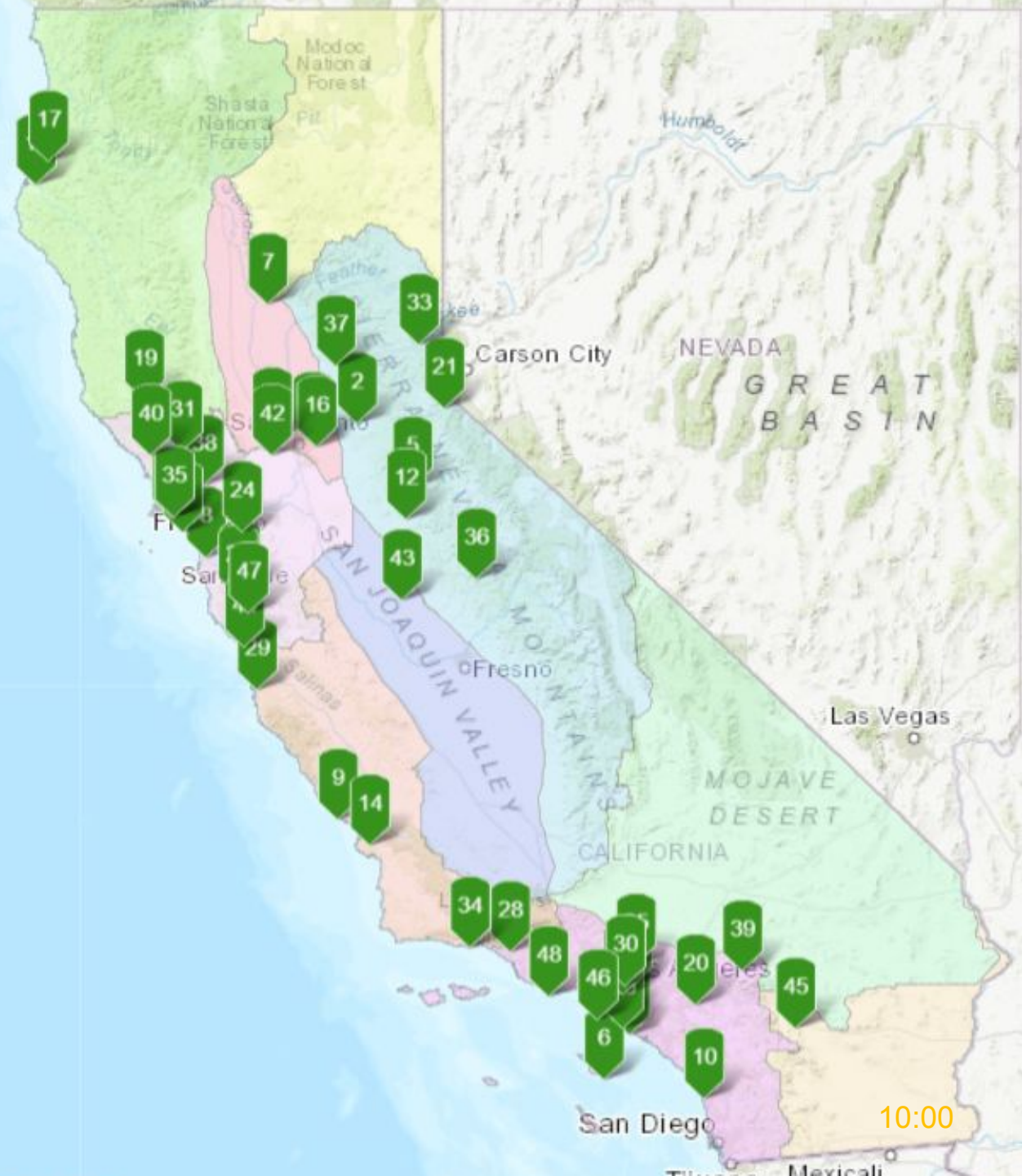
IV. Reinforcing **Responsibility**

Responsibility includes critical self-reflection, acknowledging root causes, continuous personal growth, transparency and accountability in measuring progress.

- BEETLES Equity self assessment
- Promoting continued professional development
- Consistent use of core program metrics
- Recruitment and representation of staff and advisory committee
- Formalized in the program's strategic plan



59 Partners & Growing



Poll Question 2

As a result of this session, how likely are you to make changes to either the framework you use for organizing JEDI practices in your program or the practices you implement themselves?

1. Not likely to make any changes
2. Undecided/need more information
3. Probably will make changes
4. Definitely will make changes
5. Not applicable to my position

