
**THE VISION:**

- A place to celebrate and be inspired by colleagues of color, to inspire others, and to find role models.
- A safe space where they could find support and heal from experiences of individual and community trauma, where they didn’t have to code switch or be anything but themselves, and where they didn’t have to educate anybody unless they wanted to.
- An opportunity to dismantle silos that exist in the outdoor, conservation, land management, youth development, outdoor recreation, advocacy, and urban conservation spaces (among others), build networks, and to connect across the rich diversity of identities represented amongst PGM.
- The chance to share best practices and empower each other with tools for culture change within the outdoor, environmental, and conservation sectors.
THE PARTICIPANTS:

Participants all identified as people of color or people of the global majority (which is a more empowering term for people of color), with diverse racial and ethnic identities including Latinx, Hispanic, African-American, Black, South Asian, Indian, Southeast Asian, Japanese, Chinese, Korean, Native American, First Nations, Afro-Latino, Multiracial, and more.

Participants also represented a range of sectors from outdoor youth development to land management to environmental advocacy to indigenous land conservation and a range of professions, including outdoor educators, executive directors, artists, students, program managers, and many more.

Participants came to Berkeley from across the United States, with strong representation from the East Cost, the Southeast and the Midwest due in part to our ability (through sponsorships) to provide nearly $4,000 in travel scholarships.

The summit was truly intergenerational, with the youngest participants being 16 and the oldest 96. The oldest participant, National Park Ranger Betty Soskin of the Rosie the Riveter National Monument, was the recipient of the inaugural PGM ONE Trailblazer award for her efforts at blazing trails in the public lands and conservation space for the next generation of lands stewards of color.
THE PROGRAMMING:

Job Fair

Youth Outside organized a career fair that occurred on the first day of the summit, where 15 companies, organizations, and agencies hosted informational tables after attending a 2-hour workshop on inclusive and equitable recruitment and hiring practices.

Workshops & Sessions

The unique nature of the summit presented an opportunity for workshops and sessions that are not generally showcased at the more traditional environmental, conservation, and outdoor conferences, including the following:

- guided reflections and meditations
- spoken word
- an art space where, over the course of the summit, over 100 people created small pieces of art representing their thoughts and feelings related to PGM ONE
- a panel of leaders of color in the land management, outdoor industry, environmental foundation, outdoor education, and big green sectors who discussed how they have navigated their respective career paths as people of color.
- Sessions on paradigm-shifting topics such as “De/Re-Constructing Conservation: Is Conservation Becoming the New Colonialism?” and “Indigenizing Conservation Corps.”
- Workshops directed as self-care for PGM such as “Healing for Resilient Communities,” “Set a Pace for Safe Space!” and “Brown Faces in Green Spaces.”
SPONSORS & PARTNERS:

The PGM ONE Summit was organized through a partnership of the Avarna Group, Youth Outside, Groundwork U.S.A., and the National Park Service, who collectively planned the gathering and contributed some funding.

Major sponsors included the Kaleidoscope Foundation, the Roy A. Hunt Foundation, the Sierra Club Foundation, the Sierra Club Outdoors, the Audubon Society, the National Parks Conservation Association, the Conservation Lands Foundation, the Colorado Outdoor Recreation Industry Office, East Bay Regional Parks, and Midpeninsula Regional Open Space.

The David Brower Center donated portions of their space, Bay Area Wilderness Training donated gear for those camping in Tilden Park during the summit, and the North Face donated raffle items.

BUDGET:

We are thrilled to report that the total budget for the summit (minus the career fair) was $58,046, which was slightly less than the projected budget of $58,488. Total donations were $58,250, which covered all expenses nearly to the tee. Consequently, all of the registration revenues, totaling nearly $25,000, will roll over into seed monies to pay for the 2018 PGM ONE Summit (working title “PGM ONE 2.0”).

![Chart showing Summit revenue breakdown]

- **Summit revenue:** $83,135
  - **Summit Partner:** 4%
  - **Ticket sales:** 30%
  - **Sponsorship:** 53%
  - **NPS funding:** 14%
FEEDBACK:

Positive:
- Opportunities for formal and informal networking and community building with other people of color
- Large-group guided reflections during the opening and closing
- A diversity of people of color who were represented, including indigenous peoples.
- A safe space that encouraged candor
- The quality of the speakers and the sessions
- The job fair
- Art space
- A feeling of connectedness
- Opening and closing the space run by indigenous people in recognition of indigenous presence and land

Constructive:
- Room capacity restrictions and limited size of venue
- More workshops on tools to implement diversity, equity, and inclusion
- A more formal space for ideas exchanges
- Longer sessions
- More indigenous and First Peoples representation
- Shorter days but more days overall (first day was very long)
Ideas for next year:

- A bigger venue
- Deeper dives into more complex topics such as decolonizing the conservation movement as POC, internalized oppression, mixed race identities, and working with white allies.
- A formal peer mentoring program
- Building a statement of principles as a tangible outcome of the summit
- Affinity group meetings or caucusing within the space for people with particular identities
- Nonprofit organizational management skills sessions (e.g., fundraising)
- Sessions on intersectional topics surrounding gender identity, sexual orientation, and dis/ability.
- More sessions on healing and trauma (in an outdoor setting)
- A venue that offers site visits to local organizations doing good work
- Local hike offered as part of the conference
- Child and dependent care options at the summit

NEXT STEPS:

PGM ONE has finally been separately incorporated as a California nonprofit corporation. The 2017 planning committee will convene in late summer 2017 to discuss the following:

- Enlisting a 2018 Summit Organizer
- Creating a listserv or other platform for attendees to continue to connect
- Date and location for the 2018 PGM ONE summit
- Who will serve on the 2018 planning committee.