2023 Status & Needs of Environmental Education in Wisconsin

Q73 Thank you for taking time to participate in this survey. This project will assess the current state of environmental education in Wisconsin through a survey focused on further understanding how organizations are engaged with the environment.   Examples of organization who are receiving this survey include, but are not limited to: nature centers, camps, parks, environmental nonprofits, and field stations. You will be asked to provide information on: areas for improvement in environmental education; content and curriculum; diversity, equity, and inclusion; staff training; professional development needs; visitor information and demographics served.
 Any information from the survey will only be available to the project team to follow up with questions or to confirm information about the organization being surveyed. By completing and submitting this survey you are consenting to have your answers, not including personal identifiable information, used in evaluating environmental education in Wisconsin.

 Participants should respond to questions to the best of their ability based on their personal observation and experience working in the field of environmental education. Please note this survey may take approximately 20 minutes to complete. **To continue the survey and consent to participate, please click here to continue.**

○ Yes, I consent (1)

Q1 Please list any specific EE programming areas you or your staff would benefit from training in.

○ Open response: (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q2 Please list any specific organizational skills areas you or your staff would benefit from training in.

○ Open response (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q3 Are there any particular venues in which you would be interested in attending professional development sessions?

○ Open response (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q4 Are there any barriers that may prevent or limit your participation in professional development or collaborative networking experiences?

○ Open response (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q5 What are the core programs offered by your organization? (Please list up to three core programs)

○ Open response (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q6 What resources or supplemental instructional materials does your EEO use for program instruction, if any?

○ Open response (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q7 Are your programs and/or instructional materials correlated to standards? Select all that apply.

☐ Yes, WI Model Academic Standards (1)

☐ Yes, WI Standards for Literacy and Mathematics (Common Core State Standards) (2)

☐ Yes, Next Generation Science Standards (3)

☐ Yes, Wisconsin Standards for Environmental Literacy and Sustainability (4)

☐ No (5)

☐ Yes, Other Standards (please describe): (6)

_____

☐ I don't know (7)

☐ I prefer not to answer (8)

- -

Q8 Do your curriculum or lesson plans include activity ideas for learners from different cultures or backgrounds?

○ Yes, for all lessons offered (1)

○ Yes, for some lessons offered (2)

○ No (3)

○ I don't know (4)

○ I prefer not to answer (5)

Q8 #2 Can you provide examples of lessons that include activity ideas for learners from different cultures or backgrounds?

○ Open response: (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q9 Do you have resources and content available in other languages?

○ Yes (1)

○ No (2)

○ I don't know (3)

○ I prefer not to answer (4)

Q9 #2 In how many languages other than English are materials available?

○ 1 (1)

○ 2 (2)

○ 3 (3)

○ 4 (4)

○ More than 4 (5)

○ I don't know (6)

○ I prefer not to answer (7)

Q9#3 Name the additional languages in which your EEO offers materials

○ Open response: (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q10 Are the content and materials used by your EEO able to be differentiated for (or accessible to) a variety of learners?

○ Yes (1)

○ No (2)

○ I don't know (3)

○ I prefer not to answer (4)

Q11 Do you feel your staff is prepared to provide instruction for learners of varying ability?

○ Yes (1)

○ No (2)

○ I don't know (3)

○ I prefer not to answer (4)

Q12 Does your EEO do the following? Select all that apply.

☐ Provides opportunities for differentiated learning (1)

☐ Provides adaptations to lessons or materials (2)

☐ Provides accommodations for learners of varying ability (3)

☐ Tailors instruction to students' strengths, interests, or needs (4)

☐ Makes adjustments to the content, learning process, or product of lessons as needed (5)

☐ My EEO does not do any of these options (6)

☐ I don't know (7)

☐ I prefer not to answer (8)

Q13 Does your organization have a Special Education specialist on staff, and/or do they collaborate with Special Education teams and families to better assist students with varying needs? (Select all that apply)

☐ Yes - we have a specialist on staff (1)

☐ Yes - we collaborate with Special Education teams (2)

☐ No (3)

☐ I don't know (4)

☐ I prefer not to answer (5)

Q14 In what ways does your EEO work to make instructional materials relevant to students / in what ways does your EEO engage students in the process of learning?

○ Open response (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

End of Block: Content and Curriculum

Start of Block: Participants

Q15 To the best of your knowledge, how would you characterize overall participation in your programs in 2022 compared to 2021?

○ Greatly decreased (-10% or more) (1)

○ Slightly decreased (-6% to -10 %) (2)

○ Remained Steady (±5%) (3)

○ Slightly increased (6-10% more) (4)

○ Greatly increased (+10% or more) (5)

○ I don't know (6)

○ I prefer not to answer (7)

Q16 To the best of your knowledge, approximately how many participated in your programs during 2022? Please report this number as participant days. For example, 20 students attend a 3 day program = 60 participant days. 60 students come for a half day field trip is 60 participant days. Virtual programs apply the same way.
Pk-12 students : _____ (1)
Collegiate students : _____ (2)
Adult program participants : _____ (3)
I don't know : _____ (4)
I prefer not to answer : _____ (5)
Total : _____

Q17 Approximately how many other general visitors did you have at your site in 2022? General visitors are ones that did not participate in specific programs (e.g. hike trails, walk through a nature center building on their own, etc…). General virtual programs count the same way.

○ Open response (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q18 Does your EEO collect the following pieces of demographic information about annual participants/visitors to your site? (Select all that apply)

- [ ] We do not collect demographic information (1)

- [ ] Senior Citizens (2)

- [ ] Underrepresented racial and ethnic groups (3)

- [ ] LGBTQIA+ Individuals (4)

- [ ] People for whom English is not their first language (5)

- [ ] Immigrants (6)

- [ ] Incarcerated Peoples (7)

- [ ] People Experiencing Homelessness (8)

- [ ] Enlisted military and military veterans and their families (9)

- [ ] People with disabilities (physical, emotional, learning) (10)

- [ ] Socio-Economically Disadvantaged People (11)

- [ ] Other: (12) _____

- [ ] I don't know (13)

- [ ] I prefer not to answer (14)

✳

Q19 What is the estimated distribution of the age of your audience (participants + visitors)?
 (Answer in percentages- the sum total must equal 100. If responding "I don't know/I prefer not to answer", enter 100 in either box)
Earth childhood (0-4 years old) : _____ (1)
Primary grades (K-8) : _____ (2)
Secondary grades (9-12) : _____ (3)
Collegiate : _____ (4)
Adult : _____ (5)
Senior citizens (65+ years old) : _____ (6)
I don't know : _____ (7)
I prefer not to answer : _____ (8)
Total : _____

✳

Q20 In your observable experience, what is the estimated racial/ethnic demographic distribution of your audience (participants + visitors)?
 (Answer in percentages- the sum total must equal 100. If responding "I don't know/I prefer not to answer", enter 100 in either box)
American Indian or Alaska Native : _____ (1)
Asian : _____ (2)
Black or African American : _____ (3)
Hispanic : _____ (4)
Middle-Eastern : _____ (5)
Native Hawaiian or Pacific Islander : _____ (6)
White (European) : _____ (7)
I don't know : _____ (8)
I prefer not to answer : _____ (9)
Total : _____

Q21 In your observable experience, how often does your organization serve the following audiences?

	How often does your organization serve the following audiences?

	Never (1)	Rarely (2)	Sometimes (3)	Often (4)	I don't know (5)	I prefer not to answer (6)
Senior Citizens (1)	○	○	○	○	○	○
Underrepresented racial and ethnic groups (2)	○	○	○	○	○	○
LGBTQIA+ Individuals (3)	○	○	○	○	○	○
People for whom English is not their first language (4)	○	○	○	○	○	○
Immigrants (5)	○	○	○	○	○	○
Incarcerated Peoples (6)	○	○	○	○	○	○
People Experiencing Homelessness (7)	○	○	○	○	○	○
Enlisted military and military veterans and their families (8)	○	○	○	○	○	○
People with disabilities (physical, emotional, learning) (9)	○	○	○	○	○	○
Socio-Economically Disadvantaged People (10)	○	○	○	○	○	○
Other (11)	○	○	○	○	○	○

Q22 How often does your organization serve students from outside your county?

○ Never (1)

○ Rarely (2)

○ Sometimes (3)

○ Often (4)

○ I don't know (5)

○ I prefer not to answer (6)

Q23 Non-urban EEOs: How often does your organization serve students from urban locations?

○ Never (1)

○ Rarely (2)

○ Sometimes (3)

○ Often (4)

○ I don't know (5)

○ I prefer not to answer (6)

○ I work for an urban EEO (7)

End of Block: Participants

Start of Block: DEI Understanding and Rationale

Q24 What level of priority does your organization place on increasing diversity, equity and inclusion (DEI) at your site?

○ 1 (Low priority) (1)

○ 2 (2)

○ 3 (3)

○ 4 (4)

○ 5 (High priority) (5)

○ I don't know (6)

○ I prefer not to answer (7)

Q25 Based on your experience and understanding of how your organization operates, why does your organization engage in DEI work?

○ Open response (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q26 Does your organization currently have a diversity, equity, and inclusion initiative?

○ Yes (1)

○ No (2)

○ I don't know (3)

○ I prefer not to answer (4)

Q27 Can you describe the objective(s) or goal(s) of this DEI initiative to the best of your understanding?

○ Open response: (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q28 Does your organization allocate resources to diversity, equity, and inclusion (DEI) initiatives?

○ Yes (1)

○ No (2)

○ I don't know (3)

○ I prefer not to answer (4)

Display This Question:
If Does your organization allocate resources to diversity, equity, and inclusion (DEI) initiatives? = Yes

Q28 #2 In what ways does your organization allocate resources to DEI initiatives? Select all that apply and give details/numbers/amounts as you see fit.

☐ Hours of training participated in by staff on this topic annually is: (1)
_____

☐ Number of hours invested annually by staff on this issue: (2)
_____

☐ Number of trainings hosted: (3)
_____

☐ Budget: (4) _____

☐ Staff time/position/responsibilities: (5)
_____

☐ This is central to our organization's operations and decision-making. We use: (6)
_____

☐ Other: (7) _____

☐ I don't know (8)

☐ I prefer not to answer (9)

End of Block: DEI Understanding and Rationale

Start of Block: DEI Implementation and Process

Q29 What strategies does your organization have for hearing/sharing Black, Indigenous, and People of Color student and scientist voices?

○ Open response: (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q30 What strategies does your organization have for engaging Black, Indigenous, People of Color in your decision-making process for your organization?

○ Open response: (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q31 How does your organization learn from or engage Black, Indigenous, and People of Color communities to improve diversity, equity, and inclusion? (Please provide examples, events, N/A, etc.)

○ Open response: (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q32 Does your EEO have resources or options available to serve and provide instruction and services to students/participants from socioeconomically disadvantaged backgrounds?

○ Yes (1)

○ No (2)

○ I don't know (3)

○ I prefer not to answer (4)

Display This Question:

If Does your EEO have resources or options available to serve and provide instruction and services t... = Yes

Q32 #2 If yes, please describe resources or options available to serve and provide instruction and services to students/participants from socioeconomically disadvantaged backgrounds?

○ Open response: (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q33 What strategies does your organization have for engaging diverse audiences you do not currently serve?

○ Open response: (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

End of Block: DEI Implementation and Process

Start of Block: DEI Resistance and Challenges

Q34 While planning and implementing DEI initiatives, do you encounter any areas of resistance?

○ Yes (1)

○ No (2)

○ I don't know (3)

○ I prefer not to answer (4)

Q34 #2 What sources of resistance do/did you encounter? How do/did you deal with the resistance? What was the outcome?

○ Open response (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q35 Select the answer that best fits your organization:
General **social** attitudes may create a barrier to: understanding DEI/ implementing DEI with fidelity at your organization.

○ Strongly disagree (1)

○ Disagree (2)

○ Neutral (3)

○ Agree (4)

○ Strongly Agree (5)

○ I don't know (6)

○ I prefer not to answer (7)

Display This Question:

If Select the answer that best fits your organization: General social attitudes may create a barrier... = Strongly Agree

Or Select the answer that best fits your organization: General social attitudes may create a barrier... = Agree

Q35#2 Can you provide examples of social attitudes that may create or have created barriers to implementing DEI at your EEO?

○ Open response (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q36 Select the answer that best fits your organization:
General **political** attitudes may create a barrier to: understanding DEI/ implementing DEI with fidelity at your organization.

○ Strongly disagree (1)

○ Disagree (2)

○ Neutral (3)

○ Agree (4)

○ Strongly agree (5)

○ I don't know (6)

○ I prefer not to answer (7)

Display This Question:

If Select the answer that best fits your organization: General political attitudes may create a barr... = Agree

Or Select the answer that best fits your organization: General political attitudes may create a barr... = Strongly agree

Q36#2 Can you provide examples of political attitudes that may/have created barriers to implementing DEI at your EEO?

○ Open response (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q37 Can you think of any additional barriers that may prevent DEI from being established at your EEO? If so, please describe.

○ Open response (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q38 Please read the sentences and select the answer that best fits your organization. These questions were taken from a series of Self-Evaluation Tools created by Oregon State University (1995-2021), with the goal of supporting environmental education to become more equitable, accessible, and culturally responsive.

	Click to write Column 1						
	Strongly disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly agree (5)	I don't know (6)	I prefer not to answer (7)

Most of the issues and perspectives explored in my organization's instructional materials and resources are relevant to students' communities, identities and cultures (e.g., fire management and the effects of smoke on a community) (1)

○   ○   ○   ○   ○   ○   ○

My EEO makes connections to content that are adaptable according to students' communities, identities and cultures, which change from year to year and among student groups. (2)

○   ○   ○   ○   ○   ○   ○

My organization employs Native curriculum and materials created with direct input from local First Nations communities. (3)

○   ○   ○   ○   ○   ○   ○

Educators act as facilitators who guide learning rather than direct learning (e.g., educator

○   ○   ○   ○   ○   ○   ○

acts as a "guide on the side," supporting students' active learning) (4)

Training is provided about the culture and language(s) of the people my organization serves. (5) ○ ○ ○ ○ ○ ○ ○

Diversity is either not seen as an important organizational consideration or is seen as a 'checkbox' requirement (6) ○ ○ ○ ○ ○ ○ ○

My EEO employs an "all are welcome" approach without explicit consideration of how barriers, outcome inequalities (income/wealth, education, health, etc.) and cultural perspectives affect participation. (7) ○ ○ ○ ○ ○ ○ ○

My organization has an Inclusion Coordinator position and/or staff roles and responsibilities reflect the vision of an inclusive ○ ○ ○ ○ ○ ○ ○

program. (8)

Outreach materials communicate that participants with and without exceptional needs are valued. (9)

◯　　◯　　◯　　◯　　◯　　◯　　◯

My organization considers the different needs (physical, cognitive, attention span, etc.) of each individual student participating in the program and pre-plans accommodations necessary for students to appropriately participate in activities. (10)

◯　　◯　　◯　　◯　　◯　　◯　　◯

Q39 Select the answer that best fits your organization:
This organization is committed to **diversity.**

○ Strongly disagree (1)

○ Disagree (2)

○ Neutral (3)

○ Agree (4)

○ Strongly agree (5)

○ I don't know (6)

○ I prefer not to answer (7)

- -

Q40 Can you provide any examples of how your EEO supports diversity initiatives?

○ Open response (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

- -

Q41 Select the answer that best fits your organization:
This organization is committed to **equity.**

○ Strongly disagree (1)

○ Disagree (2)

○ Neutral (3)

○ Agree (4)

○ Strongly agree (5)

○ I don't know (6)

○ I prefer not to answer (7)

Q42 Can you provide any examples of how your EEO supports equity initiatives?

○ Open response (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

Q43 In your observable experience, how often does your organization provide inclusive programming that is clear and intentional for the following audiences?

	How often does your organization provide inclusive programming that is clear and intentional for the following audiences?					
	Never (1)	Rarely (2)	Sometimes (3)	Often (4)	I don't know (5)	I prefer not to answer (6)

Senior Citizens (1)	○	○	○	○	○	○
Underrepresented racial and ethnic groups (2)	○	○	○	○	○	○
LGBTQIA+ Individuals (3)	○	○	○	○	○	○
People for whom English is not their first language (4)	○	○	○	○	○	○
Immigrants (5)	○	○	○	○	○	○
Incarcerated Peoples (6)	○	○	○	○	○	○
People Experiencing Homelessness (7)	○	○	○	○	○	○
Enlisted military and military veterans and their families (8)	○	○	○	○	○	○
People with disabilities (physical, emotional, learning) (9)	○	○	○	○	○	○
Socio-Economically Disadvantaged People (10)	○	○	○	○	○	○
Other (write in) (11)	○	○	○	○	○	○

Q44 Can you provide examples of how your EEO supports inclusive programming for the following audiences? Write these in the "open responses" column.

If there are no strategies, put an X in the "No Strategies" column. If you don't know or prefer not to answer, put an X in the respective column.

	Examples of Inclusive Programming			
	Open Responses (1)	No Strategies (2)	I Don't Know (3)	I Prefer not to Answer (4)

Senior Citizens (1)				
Underrepresented racial and ethnic groups (2)				
LGBTQIA+ Individuals (3)				
People for whom English is not their first language (4)				
Immigrants (5)				
Incarcerated Peoples (6)				
People Experiencing Homelessness (7)				
Enlisted military				

and military veterans and their families (8)				
People with disabilities (physical, emotional, learning) (9)				
Socio-Economically Disadvantaged People (10)				
Other (write in) (11)				

Q45 Does your organization provide trainings on diversity, equity, and inclusion?

○ Yes (1)

○ No (2)

○ I don't know (3)

○ I prefer not to answer (4)

Q46 What topics are currently covered in your DEI trainings? Select all that apply-

☐ My organization does not provide DEI trainings (10)

☐ Implicit bias (1)

☐ How to engage and have meaningful discussions when people have opposing viewpoints (2)

☐ Recruiting and attracting more diverse audiences to programs (3)

☐ Co-creating inclusive and equitable programs with stakeholders (4)

☐ Using inclusive language (5)

☐ Designing programming to engage diverse audience members (6)

☐ Other (write in) (7)

_____

☐ I don't know (8)

☐ I prefer not to answer (9)

Q47 How many hours of trainings have you attended in the last year that integrated DEI materials, skills, or content? (round up to the nearest hour)

○ 0 (1)

○ 1-2 hours (2)

○ 3-4 hours (3)

○ 5-6 hours (4)

○ 7 or more hours (5)

○ I don't know (6)

○ I prefer not to answer (7)

- -

Q48 What training or support needs would help your organization better establish, implement, or improve diversity, equity, and inclusion initiatives at your EEO?

○ Open response (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

End of Block: DEI Effectiveness

Start of Block: EEO General Information

Q49 Which of the following best describes your organization? Select all that apply-

☐ Public (1)

☐ Club (2)

☐ Formal Education (3)

☐ Content Expert (4)

☐ Camp (5)

☐ Field Station (12)

☐ Conservation-based (6)

☐ Outdoor Learning Center/Nature Center (7)

☐ Museum/Zoo/Aquarium (8)

☐ Other (write in) (9)

_____

☐ I don't know (10)

☐ I prefer not to answer (11)

Q50 What type of relationship to nature does your program try to promote among participants? (This question is taken from the Connecting to Nature Survey (2018) by Children & Nature Network NAAEE,Stanford University, University of Florida and University of Minnesota). Select all that apply-

☐ Practical utilization of natural resources (**utilitarian**) (1)

☐ Satisfaction from direct experience/contact with nature (**naturalistic**) (2)

☐ Systematic study of structure, function and relationship in nature (**ecologistic-scientific**) (3)

☐ Appreciation of physical appeal and beauty of nature (**aesthetic**) (4)

☐ Use of nature for metaphorical expression, language, expressive thought (**symbolic**) (5)

☐ Strong affection, emotional attachment "love" for nature (**humanistic**) (6)

☐ Other (write in) (7)

_____

☐ I don't know (8)

☐ I prefer not to answer (9)

![University of Wisconsin-Madison logo]

Q51 What does your organization usually use to make decisions? Select all that apply-

☐ Advisory Board (1)

☐ Program evaluation results (2)

☐ External commitments i.e. obligations to grants (3)

☐ Consultants (4)

☐ Stakeholder Meetings (5)

☐ Professional networks like WAEE (6)

☐ We are part of a larger organization like University of Wisconsin System and are governed by their policies (7)

☐ We are subject to legislative, licensing, or accreditation targets, such as: (8)
_____

☐ Other (write in) (9)
_____

☐ I don't know (10)

☐ I prefer not to answer (11)

Q52 What was the total amount of your full organization's yearly operating budget for 2022?

○ $0 - $100,000 (1)

○ $100,000 - $250,000 (2)

○ $250,000 - $500,000 (3)

○ $500,000 - $1,000,000 (4)

○ $1,000,000 - $1,225,000 (5)

○ $1,225,000 - $1,500,000 (6)

○ $1,500,000 - $2,000,000 (7)

○ $2 million or more (8)

○ I don't know (9)

○ I prefer not to answer (10)

Q53 Estimate the economic impact that your organization has in your local community in US Dollars.

○ Open response (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

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Q54 What percentage of your budget is allocated to the following-
 (Answer in percentages- the sum total must equal 100. If responding "I don't know/I prefer not to answer", enter 100 in either box)
Programming (events, supplies, equipment, transportation) : _____ (1)
Staff development(training, culture) : _____ (2)
Administration (payroll, IT) : _____ (3)
Land management : _____ (4)
Marketing : _____ (5)
Facility maintenance : _____ (6)
Other (write in) : _____ (7)
I don't know : _____ (8)
I prefer not to answer : _____ (9)
Total : _____

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Q55 How was your organization funded in 2022? An estimate of percentages is ok.
 (Answer in percentages- the sum total must equal 100. If responding "I don't know/I prefer not to answer", enter 100 in either box)
State Governmental Funds : _____ (1)
Grants Foundational Gifts : _____ (2)
Program Revenue : _____ (3)
Endowment : _____ (4)
Friends Group : _____ (5)
County/Local Government : _____ (6)
Businesses/Corporations : _____ (7)
Private Donors/Memberships : _____ (8)
Other (write in) : _____ (9)
I don't know : _____ (10)
I prefer not to answer : _____ (11)
Total : _____

Q56 How many employees does your organization have? Each row must have a number, you may use '0' as a number in order to complete the question.

	Estimated number of Staff
	Response (1)
Full Time (1)	
Part time or Seasonal (2)	
Volunteers (3)	
Interns (4)	
I don't know (5)	
I prefer not to answer (6)	

Q57 What responsibilities do volunteers assist with? Select all that apply-

☐ Website maintenance/ social media (1)

☐ Land management(e.g. litter pick up, trail maintenance, invasive species removal, etc.) (2)

☐ Outreach (3)

☐ Equipment maintenance (4)

☐ Citizen science monitoring (5)

☐ Animal care (6)

☐ Administrative duties and Sales (7)

☐ Program implementation (8)

☐ Other (write in) (9)

_____

☐ I don't know (10)

☐ I prefer not to answer (11)

Q58 Approximately how many total hours did your volunteers donate last year?

○ Open response (1) _____

○ I don't know (2)

○ I prefer not to answer (3)

✳

Q59 To the best of your knowledge, what is the estimated racial/ethnic demographic distribution of your staff?
(Answer in percentages- the sum total must equal 100. If responding "I don't know/I prefer not to answer", enter 100 in either box)
American Indian or Alaska Native : _____ (1)
Asian : _____ (2)
Black or African American : _____ (3)
Hispanic : _____ (4)
Middle-Eastern : _____ (5)
Native Hawaiian or Pacific Islander : _____ (6)
White (European) : _____ (7)
I don't know : _____ (8)
I prefer not to answer : _____ (9)
Total : _____

Q60 Please check the professional organization(s) that your organization references. Select all that apply-

☐ American Camp Association (1)

☐ North American Association of Environmental Education (NAAEE) (2)

☐ Wisconsin Association of Environmental Education (WAEE) (3)

☐ Organization of Biological Field Stations (OBFS) (4)

☐ American Association for the Advancement of Science (AAAS) (5)

☐ Wisconsin Society of Science Teachers (WSST) (6)

☐ Association for Experiential Education (7)

☐ Global Environmental Education Partnership (GEEP) (8)

☐ Center for Diversity and the Environment (CDE) (9)

☐ Environmental Education Exchange (10)

☐ National Environmental Education Foundation (NEEF) (11)

☐ Other (write in) (12)

_____

☐ I don't know (13)

☐ I prefer not to answer (14)

End of Block: EEO General Information

Start of Block: Respondent Information (identifying information will be confidential)

Q61 Your name:

_____

✳

Q62 Email Address:

_____

Q63 What is your age?

○ Under 18 years old (1)

○ 18-25 (2)

○ 26-35 (3)

○ 36-45 (4)

○ 46-55 (5)

○ Over 55 years old (6)

Q64 What is your racial/ethnic demographic? Select all that apply.

- [ ] American Indian or Alaska Native (1)

- [ ] Asian (2)

- [ ] Black or African American (3)

- [ ] Hispanic (4)

- [ ] Middle-Eastern (5)

- [ ] Native Hawaiian or Pacific Islander (6)

- [ ] White (European) (7)

- [ ] I don't know (8)

- [ ] I prefer not to answer (9)

Q65 Is your EEO located in a rural or urban setting?

○ Urban (1)

○ Rural (2)

Q66 List the name of your organization:

_____

Q67 Which best describes your position?

○ Leadership (Executive Director, Program Director, etc) (1)

○ Faculty (4)

○ Supporting, Instructional, or Direct Service (2)

○ Other (3) _____

Q68 Your Position Title:

_____

Q69 Please select your responsibilities from the list below. Select all that apply:

☐ Strategic Planning (1)

☐ Scheduling (2)

☐ Maintenance and Custodial (3)

☐ Supervising (4)

☐ Budgeting (5)

☐ Program Implementation (6)

☐ Program Evaluation (7)

☐ Marketing/Publicity/Public Facing Material Management (8)

☐ Land Management (10)

☐ Education Research (11)

☐ Scientific Research (12)

☐ Other (13) _____

Q70 How long have you worked at your current organization?

○ 0-2 years (1)

○ 3-5 years (2)

○ 6-9 years (3)

○ 10+ years (4)

Q71 How long have you worked in environmental education?

○ 0-2 years (1)

○ 3-5 years (2)

○ 6-9 years (3)

○ 10+ years (4)

End of Block: Respondent Information (identifying information will be confidential)