



2021 Status & Needs of Environmental Education in Wisconsin

Start of Block: General Information

Q2 Your name:

Q3 Email Address:

Q77 Name of town/city your organization is in:

Q4 Your Organization:

Q5 Your Position:



Q6 Please select your responsibilities from the list below:

- Strategic Planning
- Scheduling
- Supervising
- Budgeting
- Program Implementation
- Program Evaluation
- Marketing/ Publicity/ Public Facing Material Management
- Maintenance and Custodial
- Land Management
- Education Research
- Scientific Research
- Other _____





Q7 How long have you worked at your current organization?

- 0-2 years
 - 2-5 years
 - 5-10 years
 - 10+ years
-

Q90 Which of the following best describes your organization?

- Public
 - Club
 - Formal Education
 - Content Expert
 - Camp
 - Conservation-based
 - Outdoor Learning Center/Nature Center
 - Museum/Zoo/Aquarium
 - Other _____
-



Q83 What level of priority does your organization place on increasing diversity, equity and inclusion at your site?

- 1 (Low priority)
- 2
- 3
- 4
- 5 (High priority)

Page Break _____



End of Block: General Information

Start of Block: Organizational Decision Making

Q92 What does your organization usually use to make decisions? Check all that apply.

- Advisory Board
 - Data, such as: _____
 - Program evaluation results
 - External commitments i.e. obligations to grants
 - Consultants
 - Stakeholder Meetings
 - Professional networks like WAEE
 - We are part of a larger organization like University of Wisconsin System and are governed by their policies
 - We are subject to legislative, licensing, or accreditation targets, such as:

 - Other _____
-



Q94 Please rank how much you used or how helpful you found the following when making decisions during the pandemic. 1 being the most helpful and 10 being the least helpful.

- _____ Advisory Board
- _____ Data, such as:
 - _____ Program evaluation results
 - _____ External commitments i.e. obligations to grants
 - _____ Consultants
 - _____ Stakeholder Meetings
 - _____ Professional networks like WAEE
 - _____ Federal, state, and local health guidance
- _____ We are part of a larger organization like University of Wisconsin System and are governed by their policies
- _____ We are subject to legislative, licensing, or accreditation targets
- _____ Other



Q93 What strategies does your organization have for hearing/sharing Black, Indigenous, and People of Color student and scientist voices?



Q95 What strategies does your organization have for engaging Black, Indigenous, People of Color in your decision-making process for your organization?



End of Block: Organizational Decision Making

Start of Block: Previous Survey

Q85 This survey is not the first of its kind. In 2019 the Status and Needs of Environmental Education Related Organizations in Wisconsin report was released. Have you heard of and/or seen this report?

- Yes
- No

Q86 I _____ with the statement below.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I found the 2019 Status and Needs of Environment Related Organizations in Wisconsin report was useful to me and my organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I used the Status and Needs of Environmental Education in Wisconsin report to make decisions for my organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



End of Block: Previous Survey

Start of Block: Programming Information

Q8 What are the major programs offered by your organization? (Please list up to three major programs)

- 1 _____
 - 2 _____
 - 3 _____
-

Q9 Are your programs correlated to standards? Select all that apply.

- Yes, WI Model Academic Standards
 - Yes, WI Standards for Literacy and Mathematics (Common Core State Standards)
 - Yes, Next Generation Science Standards
 - Yes, Wisconsin Standards for Environmental Literacy and Sustainability
 - Yes, Other Standards
-
- No
-



Q10 How would you characterize overall participation in your programs in 2020 compared to 2019?

	Greatly decreased (-10% or more)	Slightly decreased (-6% to -10 %)	Remained Steady (±5%)	Slightly increased (6-10% more)	Greatly increased (+10% or more)	I don't know
Number of participants has...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q10.2 Can you specify which aspects may have played a role in keeping your participation numbers up during the pandemic? Select all that apply.

- COVID Relief provided by the government
- Relationships and partnerships
- Diversifying our funding streams
- Effective marketing and outreach
- Diversifying or modifying program options
- Community interest in program options
- Other _____

Q12 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)</p></div>

- Practical utilization of natural resources (utilitarian)
- Satisfaction from direct experience/contact with nature (naturalistic)
- Systematic study of structure, function and relationship in nature (ecologic-scientific)
- Appreciation of physical appeal and beauty of nature (aesthetic)
- Use of nature for metaphorical expression, language, expressive thought (symbolic)
- Strong affection, emotional attachment "love" for nature (humanistic)
- Strong affinity, spiritual relevance, ethical concern for nature (moralistic)
- Mastery, physical control, dominance of nature (dominionistic)
- Fear, aversion, alienation from nature (negativistic)
- Appreciation of natural history (learning)

End of Block: Programming Information

Start of Block: Industry, Economics, and Jobs

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Q14 Where were your participants/ visitors from in 2020? (Answer is in percentages)

- _____ Local
- _____ Regional
- _____ State
- _____ Out-of-state
- _____ International
- _____ I don't know



Q13 Approximately how many PK-12 students participated in your programs during 2020? 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.



Q14 Approximately how many adults participated in your programs during 2020? Please report this number as participant days. For example, 20 adults attend a 3 day program = 60 participant days. 60 people come for a half day field trip is 60 participant days. Virtual programs apply the same way.



Q15 Approximately how many other general visitors did you have at your site in 2020? 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.



Q16 What is the estimated distribution of the age of your audience (participants + visitors)? (Answer is in percentages)

- Early Childhood (0-4 years old)
 - Elementary (5-10 years old)
 - Middle School (11-14 years old)
 - High School (15-18 years old)
 - College (19-22 years old)
 - Adult (23-65 years old)
 - Senior Citizen (65+ year old)
 - I don't know
-

Q17 What is the estimated demographic distribution of your audience (participants + visitors)? (Answer is in percentages)

- African American/Black (Non-Hispanic)
 - Asian/Pacific Islander (Non-Hispanic)
 - Hispanic/Latino
 - Native American/First Nations (Non-Hispanic)
 - White (Non-Hispanic)
 - Multiple races
 - Other
 - I don't know
-



Q18 What was the total amount of your full organization's yearly operating budget for 2020?

- \$0 - \$100,000
- \$100,000 - \$250,000
- \$250,000 - \$500,000
- \$500,000 - \$1,000,000
- \$1,000,000 - \$1,225,000
- \$1,225,000 - \$1,500,000
- \$1,500,000 - \$2,000,000
- \$2 million or more
- I don't know

Q79 Estimate the economic impact that your organization has in your local community in US Dollars.

Q76 What percentage of your budget is allocated to the following:

- _____ Programming
- _____ Staff
- _____ Land management
- _____ Marketing
- _____ Facility maintenance
- _____ I don't know



Q19 How was your organization funded in 2020? An estimate of percentages is fine.

- _____ State Governmental Funds
- _____ Grants Foundational Gifts
- _____ Program Revenue
- _____ Endowment
- _____ Friends Group
- _____ County/Local Government
- _____ Businesses/Corporations
- _____ Private Donors/Memberships
- _____ Other
- _____ I don't know

Q20 How many employees does your organization have?

- Full Time : _____
 - Part time or Seasonal : _____
 - Volunteers : _____
 - Interns : _____
 - Total : _____
-



Q21 What responsibilities do volunteers assist with?

- Website maintenance/ social media
- Land management(e.g. litter pick up, trail maintenance, invasive specie removal, etc.)
- Outreach
- Equipment maintenance
- Citizen science monitoring
- Animal care
- Administrative duties and Sales
- Program implementation
- Other _____



Q22 Approximately how many total hours did your volunteers donate last year?

End of Block: Industry, Economics, and Jobs

Start of Block: Diversity, Equity and Inclusion

Q89 The following questions address diversity, equity and inclusion at your organization. We understand the definition of diversity, equity, and inclusion and its meaning can take different forms. For the purpose of this survey please consider the following definition in your



answers.<div><div>
</div><div>Diversity: Differences that make a difference.</div><div>Equity: A process of ensuring everyone has access to what they need to thrive</div><div>Inclusion: Celebrating, welcoming and valuing differences.</div></div><div>
</div><div>Defined in consultation with August Ball, Founder/CEO of Cream City Conservation & Consulting LLC.</div>

Q96 Please answer the following question related to who your organization is serving. Only answer for what you know and if you do not serve that audience you do not need to answer the second column.

	How often does your organization serve the following audiences?					How well do you believe your organization does in providing inclusive programming for the following audiences?				
	Never	Rarely	Sometimes	Usually	Regularly	Very Poorly	Poorly	Well	Very well	



Senior citizens	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Underrepresented racial and ethnic groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LGBTQ+ individuals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People for whom English is not their first language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Immigrants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Incarcerated peoples	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People experiencing homelessness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enlisted military and military veterans and their families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with disabilities (physical, emotional, learning)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q101 Does your organization have a diversity, equity, and inclusion initiative?

- Yes
- No

Q97 Does your organization allocate resources to that diversity, equity, and inclusion initiatives?

- Yes
- No

Q98 In what ways?

- Hours of training participated in by staff on this topic annually is:

- Number of hours invested annually by staff on this issue:

- Number of trainings hosted:

- This is central to our organizations operations and decision-making. We use the following frameworks to guide us:



Q81 Do your curriculum or lesson plans include activity ideas for learners from different cultures or background?

- Yes, for all lessons offered
 - Yes, for some lessons offered
 - No
-

Q37

- _____ African American/Black (Non-Hispanic)
 - _____ Asian/ Pacific Islander (Non-Hispanic)
 - _____ Hispanic/Latino
 - _____ Native American/First Nations (Non-Hispanic)
 - _____ White (Non-Hispanic)
 - _____ Multiple Races
 - _____ Other
 - _____ I don't know
 - _____ Men
 - _____ Women
 - _____ Cis-gender (gender identity and gender assigned at birth match)
 - _____ Non-cisgender and gender non-conforming
 - _____ Lesbian, gay, bisexual, asexual +
-



Q38 Select the answer that best fits your organization.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
This organization is committed to diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





Q39 Please read the sentences and select the answer that best fits your organization.
 These questions were taken from the Diversity Survey (2014) by the Society for Human Resource Management.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
There is cultural and racial diversity among the people a job candidate will meet/see on their first visit to the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is cultural and racial diversity among the people represented in our organization's marketing materials	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees from different backgrounds are encouraged to apply for higher positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q40 Do you have resources and content available in other languages?

- Yes
- No

Q100 What languages?

- Spanish
- Hmong
- Ojibwe
- Winnebago
- Other _____

Q41 Does your organization provide trainings on diversity, equity, and inclusion?

- Yes
- No



Q99 What topics are covered in your trainings?

- Implicit bias
- how to facilitate discussions around "sticky" topics?
- Recruiting and attracting more diverse audiences to programs
- Co-creating programs with stakeholders
- Using inclusive language
- Adapting programming to engage diverse audience members
- Other _____

Q102 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.)

Q105 What strategies does your organization have for engaging diverse audiences you do not currently serve?



End of Block: Diversity, Equity and Inclusion

Start of Block: COVID-19

Q107 Which of the following is true for the schools in your organization's area in Fall 2020?

	Most Schools	Few Schools	No Schools
Allowing field-trips	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Open in-person	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Virtual only	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hybrid	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q109 Please describe the status of your facility and operations over time. This question pertains to in-person programming at a facility. Mark with an "X".

	Spring 2020	Summer 2020	Fall 2020
Fully open			
Closed operations			
Permanently closed operations			
Reduced capacity			
Overnight programs			
Not impacted/Not applicable			



Q110 Did your organization offer altered programming?

- Yes, virtual
 - Yes, modified in-person programs
 - No
-

Q111 Which of the following did your organization offer:

- Asynchronous virtual programs
 - Synchronous virtual programs
 - Programs in a box
 - Facility rentals only
 - Repurposing space for non-program use i.e. testing site
 - House-hold based only programs
 - Other _____
-



Q112 Does your organization intend to offer the altered programming formats beyond the pandemic?

- Yes
- No

Q113 Select which of the following describes your organization's virtual programming.

- Used social media
- Was video-based
- Used a new technology platform for us
- Other _____



Q114 As a result of the pandemic did your organization do any of the following:

- Laid off employees
- Hired fewer employees
- Hired more employees
- Paid employees less
- Paid employees more
- Furloughed employees
- Changed programming rates
- Charged for virtual programs
- Purchased PPE for staff use. How much do you estimate your organization spent? _____
- Purchased PPE for participants use. How much do you estimate your organization spent? _____
- Purchased additional cleaning and disinfecting supplies. How much do you estimate your organization spent? _____

Q117 What is the estimated financial loss for your organization as a result of the pandemic?



Q115 What has been the most vital to your organization's sustainability and success during the pandemic?

End of Block: COVID-19

Start of Block: Professional Development Needs and Offerings

Q106 What training or support needs would help your organization better serve Black, Indigenous, and People of Color?

Q43 Please list any specific EE programming areas you or your staff would benefit from training in.

Q46 Please list any specific organizational skills areas you or your staff would benefit from training in.

Q47 If you identified any organizational skills areas in which you would be able to lead a training session please provide a brief description of what could be included in the session.



Q53 If you are interested and able to lead training sessions for other professionals please describe the topics you would provide training in.

Q54 Are there any particular venues in which you would be interested in attending professional development sessions?

Q55 Are there any barriers that may prevent or limit your participation in professional development or collaborative networking experiences?



Q84 Please check the professional organizations that your organization references:

- American Camp Association
- Association for Experiential Education
- Global Environmental Education Partnership (GEEP)
- Center for Diversity and the Environment (CDE)
- Environmental Education Exchange
- National Environmental Education Foundation (NEEF)
- North American Association of Environmental Education (NAAEE)
- Wisconsin Society of Science Teachers (WSST)
- Wisconsin Association of Environmental Education (WAEE)
- Other _____

End of Block: Professional Development Needs and Offerings

Start of Block: Block 8

Q118 Please check this box if you would like someone to follow up with you about this survey.

- Yes, I'd like someone to follow up with me about this survey.

Q87 Thank you for your time and dedication to improving environmental education in Wisconsin.



Thank to you the following organizations that provided support for this study:

University of Wisconsin – Madison Division of Extension

Upham Woods Outdoor Learning Center

Wisconsin Association of Environmental Education - Justice, Equity, Diversity, Inclusion Working Group

TransCenter for Youth

End of Block: Block 8
