



## **AEOE COVID-19**

### **Possible Questions/Topics for Discussion:**

- How are your programs responding?
- How are you handling refunds and/or deposits for events, registrations etc?
- Do you have communications documents you would be willing to share?
- What are staffing concerns?
- Are there creative ways we can help each other (sharing zoom accounts, pulling together a webinar on how to do virtual meetings etc?)
- What support do you need?
- Have you seen or created good resources you are willing to share?

### **Here are specific actions the Governor is taking to help California workers:**

- Waived the one-week waiting period for unemployment and disability benefits for people who are unemployed and/or disabled as a result of COVID-19;
- Delayed the deadline for state tax filing by 60 days for individuals and businesses unable to file on time based on compliance with public health requirements related to COVID-19;
- Expanded eligibility for Paid Family Leave (PFL) for those who are caring for an ill or quarantined family member with COVID-19;
- Expanded eligibility for disability insurance for those unable to work due to medical quarantine or illness.
- Those who have lost a job or have had their hours reduced for reasons related to COVID-19 may be able to partially recover their wages by filing an unemployment insurance claim;
- If someone is sick or on preventative care due to state or public officials ordering a quarantine, those individuals may use accrued paid sick leave in accordance with the law;
- If workers are unable to do their usual job because they were exposed to and contracted COVID-19 during the regular course of their work, they may be eligible for workers' compensation benefits.



All information and resources on the above list can be found at

[Labor.Ca.Gov/Coronavirus2019](https://www.labor.ca.gov/coronavirus2019)

[https://www.edd.ca.gov/unemployment/Work\\_Sharing\\_Program.htm](https://www.edd.ca.gov/unemployment/Work_Sharing_Program.htm)

## **Responding to the Coronavirus Outbreak: Resources to Help Nonprofits**

<https://www.philanthropy.com/article/Responding-to-the-Coronavirus/248231>

<https://www.venable.com/insights/events/2020/03/covid19-what-your-nonprofit-needs-to-know>

Venable is a highly regarded law firm and cover a lot of topics in the narrative such as insurance, events, cancellations, etc.

## **Resources to help our program participants**

To watch at home:

<https://www.thewildnetwork.com/inspiration/project-wild-thing>

Marvelous Mud - tis the season!

<https://www.massaudubon.org/get-outdoors/young-explorers/activity-sheets/marvelous-mushy-mud-activity-page>

<https://mysteryscience.com/school-closure-planning> (a friend recommended the lesson on gravity)

## **Repository of distance and EE learning resources!**

<https://docs.google.com/document/d/1lzzX8IVH4jxRiihzyMHyr2lwcBKYp86emBco8RnTn6Q/edit>

Free [WASH \(Water, Sanitation and Hygiene\) materials](#) on hand-washing and health, including the activity [Soap and Water Science](#);

Students can continue to explore the world of water science through the free [DiscoverWater.org](#) program

Community Resources for Science: Science at Home with the Family

<http://www.crsceience.org/educators/Family>



[ColorMePhD](#) a coloring book of science and engineering research was developed by one of our (now former) BASIS scientists, Dr. Julie Rorrer. Print out (or send the link to families) for these great science based color pages and supporting information.

## **Staff Training Resources**

Earth Day Climate Change Online Training that launches next Monday, March 23rd.

[Registration is FREE](#)

## **Ways your staff can contribute to organizational capacity building:**

1. Set up online conversations with staff to explore ways to build a more inclusive and equitable organization. Consider ways to hire facilitators with the skills to support authentic conversations around equity, inclusion, and justice. Especially if you are a white-led organization, use this time to create a development plan to hire consultants and facilitators (especially people of color-led organizations and groups) to support your organization's transformation.
  - a. Why? <https://www.diversegreen.org> and <https://www.jediheart.com/blog-archive/transformingmovement-justreused-areadingapproach>
  - b. Complete the "21-Day Racial Equity Habit Building Challenge" with your staff starting March 30th - <https://foodsolutionsne.org/21-day-racial-equity-habit-building-challenge/>
  - c. Explore readings and host online chats with staff
    - i. <https://www.equityinthecenter.org/wp-content/uploads/2019/04/Equity-in-Center-Awake-Woke-Work-2019-final-1.pdf>
    - ii. <http://beetlesproject.org/cms/wp-content/uploads/2019/06/Examining-Equitable-and-Inclusive-Work-Environments-in-Environmental-Education.pdf>
    - iii. <https://www.aecf.org/resources/race-equity-and-inclusion-action-guide/>
2. Develop or update a risk management policy - here's a place to start: [http://www.outdoorsafetyinstitute.com/pdf/10\\_Steps\\_10\\_14.pdf](http://www.outdoorsafetyinstitute.com/pdf/10_Steps_10_14.pdf)

3. Explore how to incorporate trauma-informed and social and emotional learning into your daily practice.  
<https://www.edutopia.org/article/how-and-why-trauma-informed-teaching>
4. Design an ongoing staff coaching program -  
<http://beetlesproject.org/resources/reflective-teaching-tools/>
5. Revise program evaluations. Check out this great 4-hour online module by the North American Association for EE on “Research and Evaluation”:  
<https://naaee.org/eepro/learning/eelearn/research-evaluation>

### **Notes and discussion from meeting on 3/13**

Most residential programs experiencing heavy cancellations, or in some cases full closure for at least next three weeks (some up to five).

### **Refund/contract approaches**

- Three Oaks: aiming for 50% loss
- Pathfinder: Charge between 15-25% in advance. Have deposits for rest of school year in place. Remaining balance due within 90 days.
- WOLF: Likely will aim for 15-20% deposit.
- PALI: We are doing something similar, not returning any funds that have been paid to us but looking to reschedule them as a first choice (rolling over funds to a future trip or those same students coming later in the school year). Our two big goals are to keep the deposits and keep them happy. (If it comes to it, we know that any refunds will be easier once we are back to normal business.)
- CAMP Sea Lab: Aims for 15-20% of deposit
- Camp Ocean Pines: First goal is to reschedule to later in the spring. Giving everything back but 10%. In some cases, pushing to fall (fiscal year is calendar year).

### School year extension

- Some districts are talking about extending school to make up lost time. May impact existing summer programs.
- Some of our programs are currently hiring for summer. Hoping we'll know before training starts, and will adjust as necessary.

Need for staff once programs are up and running: what do we do if we lose folks or they are unavailable to work?

- Recommend knowing your local programs: reach out if you need staff! This is a great way to use this network too.

Is anyone attempting social distancing at their sites? (Assumes programs are still running)



- Challenge with facilities: space, resources
- Different meal times for different groups with a cleaning in between
- Smaller groups at tables
- Smaller group sizes in general, and having them further apart
- More hand sanitizer, readily available
- Increasing frequency of cleaning