



MAEOE

Maryland Association for Environmental
& Outdoor Education

MAEOE DEIJA Resolution

Preamble Notes:

WHEREAS, The Maryland Association for Environmental and Outdoor Education (MAEOE) encourages, engages and empowers our community to understand, responsibly use and promote the natural world.

WHEREAS, MAEOE has been and will continue to be committed to the intentional integration of principles of diversity, equity, inclusion and justice in our work.

WHEREAS, MAEOE recognizes that everyone is unique, and that our individual differences, including the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, cognitive and physical abilities, religious beliefs, political beliefs, or other ideologies makes us a very diverse community.

WHEREAS, Systemic racism and other inequities (class, gender, ability) in society have resulted in social, economic and environmental injustices, and over the years, these inequities have continued to manifest themselves in many of our various systems and sectors, including environmental education. MAEOE acknowledges the importance of dismantling systems of oppression and injustice that prevent equitable access to nature.

NOW, THEREFORE, BE IT RESOLVED that the MAEOE staff, Board of Directors, Advisory Council and members (current and potential) will champion and prioritize diversity, equity, inclusion and justice in all aspects of who we are, what we do and how we do it, and commit to dismantling systems of oppression and injustice by (i) intentionally prioritizing opportunities to listening to and learning from diverse members, partners and organizations to improve access to nature; (ii) developing, maintaining and evaluating Specific, Measurable, Attainable, Realistic, Timely (SMART) goals to be integrated into the strategic plan of the organization, (iii) developing and implementing Board, Advisory Council and General Member recruitment strategies for diversifying their memberships, and

THEREFORE, BE IT FURTHER RESOLVED that MAEOE will continue to expand the Maryland Green Schools program, directing and supporting Green Schools and our partners to (i) develop and deliver programming using culturally relevant environmental examples and references that address diversity, equity, inclusion and justice through youth voices and student actions, ii) conserving natural resources, and iii) mitigating climate change to create a better future.