



Photo: ONREP Facilitators and Staff. Photo by Brian Horne.

# Facilitator Equity Survey Results: Listening, Learning, and Taking Action



**Oregon State University**  
Extension Service

Oregon Natural Resources  
Education Program

# About the Survey

In the spring of 2024, we asked for ONREP facilitator input to understand perceptions of equity within ONREP and identify opportunities for program improvement. Data was collected from 34 facilitators via a voluntary online confidential survey as well as a virtual live listening session.

## Current Day

What ONREP is Doing Well Today	What ONREP is Not Doing Well Today
<ul style="list-style-type: none"><li>• Equity is at the forefront of ONREP's work.</li><li>• Gatherings are welcoming and inclusive.</li><li>• Strong emphasis on trauma-informed practices.</li><li>• Intentional lesson adaptations for accessibility.</li><li>• Proactive and intuitive approach to equity.</li><li>• Consideration of diverse perspectives in planning.</li><li>• Online options improve accessibility.</li></ul>	<ul style="list-style-type: none"><li>• Limited representation of BIPOC facilitators.</li><li>• Workshops are not always accessible for those without transportation.</li><li>• Extra-curricular activities (e.g., facilitator book club) scheduled on holidays or unsupported by employers.</li><li>• Requirement for workshop partners creates barriers for rural educators.</li><li>• Need for more accommodations and clarity in registration.</li><li>• Land acknowledgements sometimes lack deeper context or action.</li><li>• Geographic inequities (some regions are underserved).</li></ul>



# Future Strategy



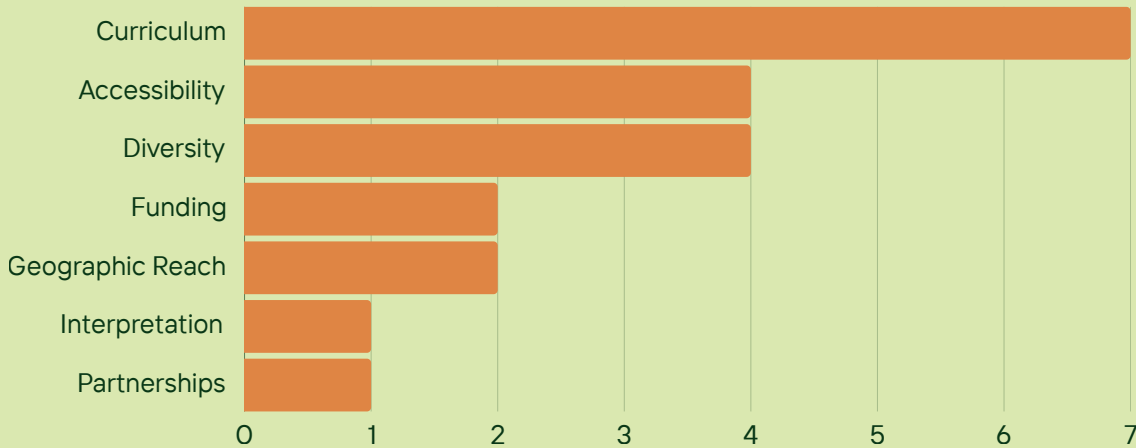
## What can ONREP do better in the future?

- **Need for standardized workshops and diverse topics**
  - Respondents want more consistency and variety in workshop offerings.
- **Improve accessibility through transportation and lodging support**
  - Barriers for rural educators and those with mobility challenges need addressing.
- **Provide stipends and scholarships for educators to reduce financial barriers**
  - Compensation for time and travel is a recurring concern.
- **Expand marketing and outreach to underserved communities**
  - Increase visibility and engagement beyond current networks.
- **Build partnerships with organizations serving marginalized groups**
  - Collaborations can help reach populations not currently engaged.
- **Address unique suggestions such as improving registration clarity and feedback loops**
  - Respondents noted issues with scheduling, clarity, and participant feedback.

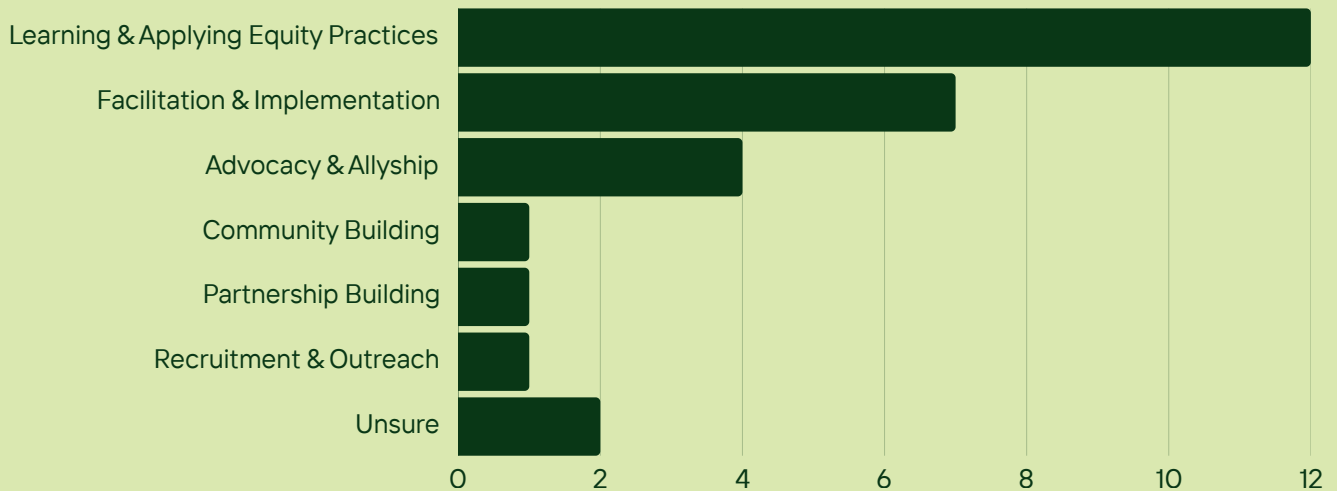
# Charts



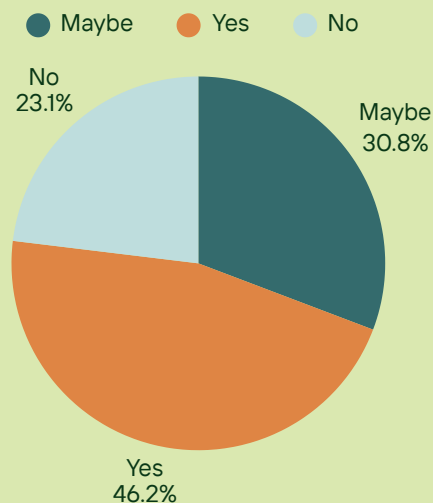
## Future Priorities for Equity (21 responses)



## Facilitator Role in ONREP's Equity Journey (28 responses)



## Facilitator Capacity to Contribute to Equity Projects (26 responses)





# Facilitators' Self-Identified Roles & Tasks

<b>Learning &amp; Applying Equity Practices</b>	<ul style="list-style-type: none"><li>• Continue personal growth and learning about equity</li><li>• Apply equity principles in workshops and teaching</li><li>• Lead by example and maintain an open mindset</li></ul>
<b>Facilitation &amp; Implementation</b>	<ul style="list-style-type: none"><li>• Incorporate equity practices into ONREP workshops</li><li>• Use ONREP Facilitator offerings (summits, book clubs) to influence change</li><li>• Adapt facilitation strategies to be more inclusive</li></ul>
<b>Advocacy &amp; Allyship</b>	<ul style="list-style-type: none"><li>• Advocate for underrepresented groups</li><li>• Act as allies and support ONREP's equity goals</li><li>• Promote inclusion and visibility for marginalized communities</li></ul>
<b>Community Building</b>	<ul style="list-style-type: none"><li>• Strengthen community connections to foster equity</li></ul>
<b>Partnership Building</b>	<ul style="list-style-type: none"><li>• Build relationships with underrepresented groups and organizations to invite more diversity into the facilitator pool</li></ul>
<b>Recruitment &amp; Outreach</b>	<ul style="list-style-type: none"><li>• Help recruit diverse facilitators and participants</li></ul>
<b>Limited Capacity/Unsure</b>	<ul style="list-style-type: none"><li>• Some respondents feel unsure or limited in their ability to contribute</li></ul>

# What We Heard & Actions We Are Taking

Themes	What can ONREP do better?	How is ONREP addressing this?
<b>Facilitator Cadre Diversity</b>	<p>More representation of BIPOC educators</p> <p>Recruitment strategies that reduce barriers for underrepresented groups</p>	<p>In 2021, we changed our recruitment strategy - opening it up publicly vs. personal invitations.</p> <p>In 2023, we changed the selection process:</p> <ul style="list-style-type: none"> <li>Using OSU's Search Advocate's recruiting process for interviews, screening, etc. to eliminate bias and prejudice.</li> <li>Hired an equity consultant to review &amp; recommend strategies.</li> </ul> <p>We are working on addressing barriers preventing BIPOC educators from participating (financial, representation, etc.).</p> <p>We strive to build partnerships with culturally specific organizations.</p>
<b>Accessibility</b>	<p>Transportation and lodging support for participants</p> <p>ADA-compliant and inclusive delivery methods</p>	<p>In 2024, we piloted offering the same workshop multiple times in different formats for accessibility (virtual, in-person with a hike, wheelchair-accessible).</p> <p>Hired an equity consultant to develop strategies.</p> <ul style="list-style-type: none"> <li>We now include descriptions of accessibility considerations for each workshop giving folks an understanding of what may limit their attendance, specifically mobility considerations.</li> <li>We chose to line item considerations so that folks can decide for themselves if a workshop is accessible to them or not based on their unique abilities.</li> </ul> <p>Since 2020, we are able to offer virtual workshops to increase accessibility and geographic reach.</p> <p>In 2023, we began offering a carpool sign-up sheet for folks to get to workshops.</p> <p>We will begin asking facilitators for information on public transportation to a workshop location that we can include in the registration information.</p> <p>On an annual basis we review the registration form, update it for language, needs, and accommodations.</p>

Themes	What can ONREP do better?	How is ONREP addressing this?
<b>Geographic Reach</b>	<p>Expand offerings beyond the Willamette Valley</p> <p>Increase workshops in rural and coastal areas</p>	<p>We will explore the possibility of getting external funding to pay facilitators to travel to underserved regions to offer workshops.</p> <p>We will explore the possibility of partnering with other organizations and programs already present in underserved areas for workshops.</p>
<b>Financial Support</b>	<p>Stipends and scholarships for facilitators and participants</p> <p>Travel reimbursement to reduce financial barriers</p>	<p>We considered charging for ONREP workshops, so that we can afford scholarships and stipends. We surveyed educators in 2023/2024 on the question of paying for ONREP workshops. Educators told us that a cost would be a barrier for attendance. At this time we are choosing to keep our workshop at no cost to educators which means we cannot afford stipends or scholarships for participants.</p> <p>We increased the facilitator honorarium for mentors this year, 2025.</p> <p>We also increased the honorarium for new facilitators being mentored to be at an equal rate as experienced facilitators - because everyone's time is valuable.</p> <p>We are always keeping our eye out for funding sources and opportunities so that in the future we can offer scholarships, stipends and increased financial support for all.</p>

Themes	What can ONREP do better?	How is ONREP addressing this?
<b>Language &amp; Interpretation</b>	<p>Inclusive and welcoming language in all materials</p> <p>Interpretation services for Spanish-speaking communities</p>	<p>We will continue advocating for PLT, WET, WILD to translate more of their guides into other languages.</p> <p>We will continue to share with facilitators during orientation which guides and student pages are in Spanish and where to access them.</p> <p>We support any facilitators fluent in other languages to offer workshops in that language.</p> <p>We will translate ONREP materials into Spanish as possible this coming year (i.e. liability waiver).</p>
<b>Action-Oriented Equity Practices</b>	<p>Move beyond symbolic gestures (e.g., land acknowledgements) to concrete actions</p> <p>Embed equity principles throughout planning and delivery</p>	<p>We agree! We are shifting our policy:</p> <ul style="list-style-type: none"> <li>Land Acknowledgement: Only do it if it feels meaningful, appropriate and safe to do, in a way that reflects your personal connection and allyship to Indigenous neighbors and the land.</li> <li>Labor Acknowledgement: Only do it if that feels meaningful and appropriate to you and your allyship.</li> </ul>
<b>Partnerships</b>	<p>Collaborate with organizations serving marginalized communities</p> <p>Build relationships with Tribes and multicultural literacy centers</p>	<p>We are consistently working on fostering partnerships with various organizations, programs, and groups who support marginalized and underrepresented communities.</p> <ul style="list-style-type: none"> <li>Our experience has been that partnership building takes time and cannot be rushed.</li> </ul> <p>We are always looking for connections to reach out to new potential partners.</p> <ul style="list-style-type: none"> <li>We will create an internal document listing which partners we are connecting with, and invite facilitators to add their connections and contacts to the document as well.</li> </ul>



Themes	What can ONREP do better?	How is ONREP addressing this?
<b>Marketing &amp; Outreach</b>	<p>Improve outreach strategies to reach underserved populations</p> <p>Target school districts not currently engaged</p> <p>Use additional advertising channels</p>	<p>We are working on partnership building with culturally specific organizations to cross-market offerings.</p> <p>This year, we will be tabling at more conferences getting the word out about ONREP and encouraging folks to sign up for our mailing list.</p> <p>We are looking into being connected officially with the Oregon Registry Online (ORO), so that we can offer ORO credit for our workshops and they can list our workshops on their website.</p> <p>We will focus on outreach to school districts we are not currently engaged in.</p>
<b>Curriculum Accuracy</b>	<p>Ensure inclusive and accurate historical narratives</p> <p>Adapt activities for diverse learners</p>	<p>PLT, WILD, WET are constantly reviewing and revising their activities but it will take time to cycle the ones with inaccurate and culturally insensitive content out of their guides. We encourage facilitators to be discerning which guides and activities they chose for workshops.</p> <p>We encourage facilitators to include place-based and culturally relevant content and adaptations for diverse learners. For example including lessons from Tribal History / Shared History in workshops.</p>
<b>Data-Driven Improvements</b>	<p>Analyze workshop performance by topic, format, and audience</p> <p>Tailor workshops for educators working with specific populations (i.e. ESL, mobility challenges, neurodivergence)</p>	<p>We will conduct a workshop attendance analysis annually and share results with facilitators: geographic areas, topics, days of the week and times, workshop formats, indoor vs. outdoor, etc.</p> <p>This year, we will conduct research on which groups are underserved and how to identify their needs.</p> <p>We support facilitators in connecting with and featuring experts and/or people with lived experiences in the field of ESL, physical disability, economic equity, neurodivergence, and intersectionality, etc.</p>

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