“I gained perspective about my own power and privilege. This allowed me to recognize my own superpowers and lit a fire in me to champion others to find and embrace their own. I evolved as a human after nearly every session.”

— RISING LEADERS FELLOWSHIP PARTICIPANT 2018

“Along with my growing list of riddles, OEI has grown my network, my skills, my vision, my attention, and my trust in myself and being in the outdoors.”

— MARBELLA NOBLE, OEI 2018 GRADUATE

“As a woman of color in an organization that has a traditional look to it...it’s hard, it can be lonely in there...I appreciated the tools and resources that Youth Outside provided in the Cultural Relevancy Series.”

— SOFIA PABLO-HOSHINO, 2016 CULTURAL RELEVANCY SERIES PARTICIPANT

[Youth Outside provides] the questions as well as the answers and discussion spaces for us to have these conversations that are just so difficult to talk about. The toolbox that Youth Outside has provided me has really driven me to stay in the environmental field.”

— VALERIE LEE, 2018 RISING LEADERS FELLOWSHIP
Dear Friends,

As I look back on 2018, I am proud of Youth Outside’s efforts to serve as a catalyst for change so that all youth have the opportunity to connect with the outdoors in meaningful ways. We worked hard to tackle the tough issues that stand in the way of an environmental and outdoor movement that is authentically inclusive and creates room for all people to feel welcome in nature.

I am also struck by what an exciting year of “firsts” it was for us!

In August, we kicked off our Outdoor Educators Institute (OEI) with an all-female and woman-identifying cohort for the first time ever. We incorporated powerful new programming in the OEI curriculum to explore how this intersection of identities might impact how people connect to the outdoors and nature.

We also received the results from our first formal evaluation of the OEI program. The evaluation showed that we are successfully preparing our graduates to be competitive applicants for available outdoor recreation and education jobs, and it highlighted some of the more complex elements that must be tackled to really drive change across the field.

We were able to support some new grantees, including Amah Mutsun Land Trust, California Indian Museum & Cultural Center, Good Samaritan Family Resource Center, Peacemakers, Inc., and The Latina Center. They are just some of the long list of organizations in our area who are removing the barriers that prevent young people from accessing the outdoors.

In June, we launched our first-ever blog, #DifficultTerrain, to allow us to ask the hard questions and spark the difficult conversations needed to drive change across the broader outdoor and environmental fields.

On behalf of our staff and board, thank you for supporting our efforts! We look forward to seeing what “firsts” we will be able to accomplish in 2019.

With appreciation,

Kim Moore Bailey
CEO
### 2018 IMPACT

<table>
<thead>
<tr>
<th>11,960</th>
<th>69</th>
<th>3</th>
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<tbody>
<tr>
<td><strong>YOUTH TYPICALLY</strong></td>
<td><strong>PROGRAM PARTICIPANTS SURVEYED</strong></td>
<td><strong>LEADERS</strong></td>
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<td>underrepresented in the outdoors accessed transformative outdoor experiences with support from Youth Outside’s grantmaking.</td>
<td>to ensure our programs are effective and remain relevant to the outdoor field.</td>
<td>in the environmental and outdoor fields shared their personal stories about how connecting with nature early on shaped their career choices at our fall event. All of them have participated in Youth Outside programming.</td>
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<th>29</th>
<th>17</th>
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<tbody>
<tr>
<td><strong>NON-PROFIT ORGANIZATIONS</strong></td>
<td><strong>OUTDOOR LEADERS</strong></td>
<td><strong>NEW BLOG</strong></td>
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<tr>
<td>who were supported through Youth Outside grantmaking.</td>
<td>trained through our Outdoor Educators Institute.</td>
<td>launched in June, called #DifficultTerrain, that gives Youth Outside a place to ask the hard questions and spark the difficult conversations needed to drive change across the broader outdoor and environmental fields.</td>
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21 LEADERS supported through our Rising Leaders Fellowship program.

1 FORMAL EVALUATION of our Outdoor Educators Institute, completed by Informing Change, offered valuable insights for Youth Outside and the broader environmental and outdoor fields.

94% OF OUR 2017 OUTDOOR EDUCATORS INSTITUTE GRADUATES are now working in outdoor education and recreation.

1,400 OVER 24 ORGANIZATIONS from the outdoor and environmental fields benefited from Youth Outside’s training and support services.

24 COMMUNITY MEMBERS engaged with Youth Outside at events and convenings this year.

13 ORGANIZATIONS supported through our Cultural Relevancy series.
21 SPEAKING ENGAGEMENTS LED BY YOUTH OUTSIDE STAFF, INCLUDING:

- Western Region Association for Environmental Education (WRAEE)
- National Association for Interpretation, Region 9 Conference
- U.S. Forest Service, Regional Leadership Meeting
- The San Francisco Foundation
- Children & Nature Network Leadership Summit
- PGM ONE Conference
- Blue Sky Funders Forum/Environmental Education Funders Collaborative Gathering
- Natural Leaders Summit, Children & Nature Network
- Coastal Access Workshops, CA Coastal Conservancy
- North American Association for Environmental Education Conference (NAAEE)
- American Evaluation Association Conference (AEA)
- The Redford Center’s Story Summit
2018 GRANTEES

Acta Non Verba
Amah Mutsun Land Trust
Bay Area Wilderness Training
Brothers on the Rise
Brown Girl Surf
California Indian Museum & Cultural Center
Camp Phoenix
Center for Land-Based Learning
Community Grows
Environmental Volunteers
FoodWhat Inc.
GirlVentures
Good Samaritan Family Resource Center
Growing Up Wild
“[Participating in the grantee cohort series] helped me create greater consciousness and critical thinking around both our programmatic and fundraising work.”

— 2018 GRANTEE PARTICIPANT
SUPPORTERS AND PARTNERS

SPECIAL THANKS TO YOUTH OUTSIDE’S BOARD OF DIRECTORS FOR BEING THE BEST ADVOCATES FOR OUR MISSION:

Diane Aranda (President)
Liwen Mah (Vice President)
Kevin Schwartz (Treasurer)
Carol Olson (Secretary)
Luis Arteaga
Rajan Bechar
Dan Martin
Scott B. Murray
Christine Nota
Kristin Prukop
Dan Quigley
Katrina Strafford
Laura Vollmer
Kaleo Yamabayashi

YOUTH OUTSIDE EXPRESSES OUR GRATITUDE TO THE FOLLOWING INSTITUTIONS FOR THEIR GENEROSITY AND PARTNERSHIP:

Apple Inc.
The California Endowment
Clarence E. Heller Charitable Foundation
Clorox Company
Columbia Sportswear
The David and Lucile Packard Foundation
Diva Cup
James P. and Brenda S. Grusecki Family Foundation
Girl Ventures
Kaiser Permanente
Morgan Family Foundation
Mountain Hardwear
MUFG Union Bank Foundation
National Recreation Foundation
Northern California Grantmakers
Outdoor Afro
The Pacific Forest and Watershed Lands
Patagonia
The PG&E Corporation Foundation
Pisces Foundation
Salesforce
San Francisco Foundation
San Francisco Recreation and Parks
Sand Hill Foundation
Seal Skinz
Stewardship Council
Unity Technologies

OUR SINCERE APPRECIATION TO THE PARTNERS WHO COLLABORATED WITH US TO DELIVER OUR PROGRAMS; WITH SPECIAL THANKS TO:

Bay Area Wilderness Training
Bridges Rock Gym
Brown Girls Climb / Taylored Fit Solutions
City Surf Project
David Pon
East Bay Regional Park District
Environmental Traveling Companions
Foster Calm
Golden Gate National Parks Conservancy at Crissy Field Center
Intersections Consulting
NatureBridge
Outward Bound California
Pacific Leadership Institute
Point Bonita YMCA
Yes Nature to Neighborhoods
“It’s easy to get overwhelmed. We face huge challenges as we tackle a complex set of intertwined outcomes that are necessary to lead to real change – and we must continue to fight to transform the outdoor and environmental movements on a large scale. But we also need to appreciate that every time a young person finds this career path...every time someone feels included and welcome in the outdoors...every time an organization is willing to take a hard look at themselves...we are making a difference.”

— KIM MOORE BAILEY, #DIFFICULTTERRAIN

You can make a difference!
youthoutside.org/donate