



# RENA PAYAN

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209.777.7132

## AFFILIATIONS & PROFESSIONAL DEVELOPMENT

West Regional Association for Experiential Education, San Francisco, CA | Rising Star Award Recipient, 2015

Bay Area Wilderness Training, San Francisco, CA | Boot Print Award Recipient, 2014

California School Age Consortium, Oakland, CA | Leadership Development Institute, 2014

Bay Area Wilderness Training, San Francisco, CA | Board Member, 2013-present

City & County of San Francisco's Department of Children, Youth & Their Families, San Francisco, CA | Quality Initiative Cohort Series, 2013



## SUMMARY

Rena has over a decade of experience in non-profit outdoor programming. She has focused the last five years around equity work in the outdoors. In her role at Youth Outside, Rena has become known for empowering others to think critically about representation, curriculum design, and hiring practices to build more diverse and equitable programs. Rena is driven to make socially just change within the outdoor sector by her deep love for outdoor spaces, and her own experiences with inequity in the non-profit world. Rena has parlayed her experiences, passion, and identity work into tools and skills, which she is excited and enthusiastic about sharing with communities working toward equity.

## PROJECT EXPERIENCE

- Youth Outside, Co-Designer and Co-Facilitator, *Cultural Relevancy Series*, 2016-present
- Youth Outside, Co-Designer and Co-Facilitator, *Rising Leaders Fellowship*, 2015-present
- Youth Outside, Consultant, *Program Development & Hiring Practices*, 2014-present
- Youth Outside, Program Manager, *Outdoor Educators Institute*, 2014-present
- Bay Area Wilderness Training, Chair, *Community Empowerment Committee*, 2012-present
- Richmond Village Beacon, Teen Programs Coordinator, 2010-2014

## CULTURAL RELEVANCY FOCUS

2016

- Facilitator, *Creating Equitable & Inclusive Environmental Education Organizations*, ChangeScale, Environmental Literacy Congress, Palo Alto, CA
- Facilitator, *A Community Conversation on Race*, Bay Area Wilderness Training, Berkeley, CA
- Co-Author, *The Work of Cultural Relevancy* evaluation tool, Youth Outside, Oakland, CA
- Speaker, *Understanding the Multicultural Outdoor Enthusiast*, Outdoor Industry Association, Annual Rendezvous, Seattle, WA
- Co-Facilitator, *Steps to Creating a Diverse and Representative Environmental Workforce*, North American Association for Environmental Education, 44<sup>th</sup> Annual Conference, San Diego, CA

2015

- Co-Facilitator, *Challenging the Outdoor Narrative*, Free Minds Free People Conference, Oakland, CA
- Table Facilitator, *Putting Green 2.0 into Action: Tips and Tools for Breaking the Green Ceiling*, Environmental Education Congress, Palo Alto, CA
- Facilitator, *Ally-ship in Experiential Education*, Association for Experiential Education, West Regional Conference, San Francisco, CA

2014

- Moderator, *Diversity in the Outdoors, A Panel Discussion*, Bay Area Wilderness Training, Oakland, CA