

PARTNERS IN COMMUNITY FORESTRY

2024 CONFERENCE



Roots of Change

Building a Workforce Development Pathway Rooted in Intersectionality



PRESENTED BY:

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AGENDA



**ABOUT
CANOPY**



**THE
GREEN GAP**



**THE TEEN URBAN
FORESTER
PROGRAM**



IMPACT



**KEY
TAKEAWAYS**



MASLOW'S HIERARCHY OF NEEDS

CANOPY EDITION



CANOPY

ABOUT US

25 Years and Growing Healthy Trees and Healthy Communities

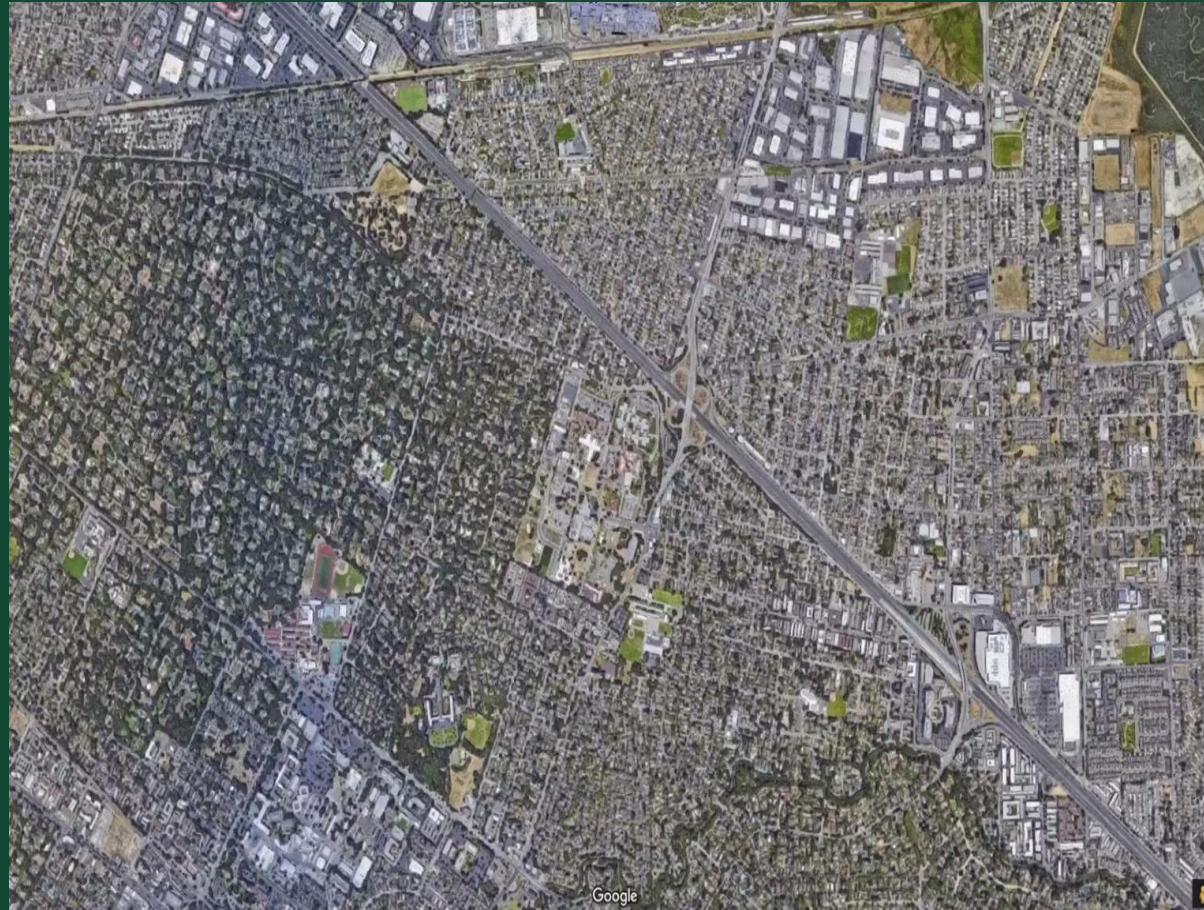
- Canopy is a community based urban forestry non-profit.
- We engage residents and community members in our work to foster active participation and support in achieving our mission.
- Our tagline is **Healthy Trees, Healthy Communities**
 - We strongly believe in the power of trees and the power of people.
- Trees and communities are interconnected – healthy trees support thriving communities, and strong communities ensure trees remain healthy.

The Power of Trees Growing a Movement



THE GREEN GAP

The disparity in tree canopy coverage



THE TEEN URBAN FORESTER PROGRAM

Canopy's Youth Employment and Leadership Program

The Teen Urban Forester program is a **paid internship** designed to support and connect high school students to urban forestry through an intersectional approach, **prioritizing** East Palo Alto, eastern Menlo Park, and BIPOC (Black, Indigenous, and people of color) applicants.

The TUF Program **creates** a sense of **agency** for our high school students **to lead** discussions related to tree equity and racial justice in the outdoor movement centered on intersectionality, story-telling, and social justice.





70%

Of TUFs from Summer 2024 returned for the Fall session

38

Students applied for the Fall TUF cohort

111

TUF Alumni received the TUF Alumni Newsletter



OVERVIEW

The TUF Program **runs year-round**, with three sessions: Spring, Summer, and Fall.

- Fieldwork comprises **60%** of the TUFs' work hours
- **40%** is geared toward educational elements which include
 - Trainings
 - Enrichment opportunities
 - 21st-century Skills Development
 - Career Development
 - Project Work



IMPACT

Personal Narratives



KEY TAKEAWAYS

Retention - Empowerment/Agency

- Seeing them as who they are
- Meeting them where they are at

Molding the program to the needs of our TUFs

- Language
- Cultural Awareness and Cultural Humility
- Intersectionality – Representation

Community-Based Leadership

Transparency - Evals and Surveys

Holistic Approach - Belonging

CHALLENGES

Transportation

- 20 TUFs

Space

- Meeting Location
- TUF open positions

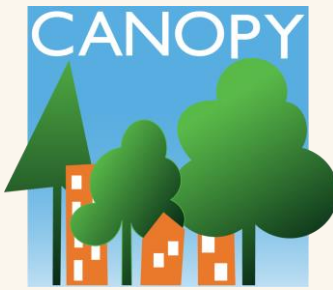
Scheduling

- High Schools



MASLOW'S HIERARCHY OF NEEDS

CANOPY EDITION



Intersectionality + Awareness of Self

Recognition, 1:1s + 21st Century Skills

Diversity + Representation = Belonging

Paid Internships + Dependable transportation

Healthy snacks + flexible schedule

Thank you.



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[@canopytrees](https://www.instagram.com/canopytrees)



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CEUs

For ISA CEUs, record the code to the right for each session.

Post conference, you can submit all Your CEU codes within the Conference app.

Sign-in sheets for Society of American Foresters (SAF) CFE credits are available at the registration desk post conference.

Building a Workforce Development Rooted in Intersectionality

Speakers:

Juanita Ibarra & Joel Flores



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