



To Whom It May Concern:

From May 8th to May 10th 2019, environmental and outdoor professionals of color from across the country will gather for the annual PGM ONE Summit. This unique summit is designed to promote racial equity and social justice within the broadly defined environmental sector, bridging professionals from fields as diverse as land management, environmental advocacy and policy, outdoor retail, youth development, environmental and outdoor education, and beyond.

The PGM ONE summit promotes racial equity and social justice by providing professionals of color with spaces to expand their network of fellow change agents, grow their toolbox of social justice instruments, and energize themselves for the fight ahead. If you feel that fighting for racial equity and social justice is more relevant than ever, then I urge you to support your staff of color who has expressed interest in attending the PGM ONE Summit. One of the most significant ways you can support your staff is by underwriting their costs of registration, travel, and/or lodging for the summit.

By sending a staff of color to the PGM ONE Summit you will:

- Provide your staff with opportunities to bring back tools to support your organization's diversity, equity, inclusion, and justice efforts, including:
- strategies you can pursue to further equity, inclusion, and justice.
- tools for having difficult conversations about equity, inclusion, and justice.
- context for the unique equity, inclusion, and justice challenges and opportunities presented in the outdoor and environmental space.
- Signal to your staff as well as other organizations in the outdoor and environmental space that your organization is committed to equity, inclusion, and justice, and that you value diversity
- Increase your retention of staff of color by providing them with an important professional development and networking opportunity that supports their individual needs, and signal to potential employees that you are moving from a culture that viewed employees as hours of labor, to honoring a working culture that addresses the employee holistically as a complete person.
- Expand opportunities for your organization to forge partnerships with companies, organizations, and agencies whose staff will attend the summit.



- Fulfill or embody your organization's values as they relate to diversity, equity, inclusion, justice, or cultural relevancy.

Other ways you can support the summit include providing a fiscal donation, volunteers, and other in-kind support, as well as participating in the summit job fair on May 9th. If you have any questions about the summit, such as the decision to make this summit specifically for people of color, please don't hesitate to reach out to me.

Sincerely,

A handwritten signature in black ink that reads "Grace Anderson". The signature is written in a cursive, flowing style.

Grace Anderson

partners@pgmone.org