Nonprofit Program Design and Individual, Organizational, and Ecological Equity:
A Decision-Making Tool for Considering Participant Travel

Economic Equity Considerations	
Individual	• What are the direct and associated costs to individuals for travel to a national convening? • What are the levels of impact by race, class, gender, and other categories? • What are the potential economic benefits?
Organizational	• What impact on the organization does having staff away at a national convening bring? • What types of organizations are more and less equipped to deal with these impacts? • What organizational constituencies are impacted? • What potential benefits might come to the organization?
Ecological	• Beyond individual and organizational costs, what are the indirect costs of the travel associated with this national convening to the planet overall in terms of global warming and climate destabilization? • To what extent are we operating within ecological privilege to the ecological disadvantage of people and species elsewhere? • Who ultimately pays the costs of our consumption, and are we comfortable with that outcome? • What economic contributions to the planet's well being could we make by gathering in person rather than virtually?

Intellectual Equity Considerations

Individual	• What are the direct and associated costs to individuals for travel to a national convening? • What are the levels of impact by race, class, gender, and other categories? • What are the potential economic benefits?
Organizational	• What impact on the organization does having staff away at a national convening bring? • What types of organizations are more and less equipped to deal with these impacts? • What organizational constituencies are impacted? • What potential benefits might come to the organization?
Ecological	• Beyond individual and organizational costs, what are the indirect costs of the travel associated with this national convening to the planet overall in terms of global warming and climate destabilization? • To what extent are we operating within ecological privilege to the ecological disadvantage of people and species elsewhere? • Who ultimately pays the costs of our consumption, and are we comfortable with that outcome? • What economic contributions to the planet's well being could we make by gathering in person rather than virtually?

Physical Equity Considerations

Individual	• What are the health impacts of travel to a national convening for individuals, both immediate and cumulative? • What groups are particularly challenged and what is the result? • What are the potential physical benefits for some or all participants?
Organizational	• How might potential health impacts associated with this travel negatively impact individuals' organizations? • What types of organizations might carry more of a burden based on such impacts? • How might an organization benefit from the physical benefits that travel to a national convening brings to some of their staff members?
Ecological	• Have we calculated the literal carbon loads of travel associated with this program? • When we turn those numbers into "story math" that includes physical impacts to humans, animals, and plants, are we confident that we are making informed, integrity-based decisions not based on obliviousness to the impact of consumption related to this project? • Can we reduce our collective carbon emissions or even genuinely "offset" carbon somehow by proceeding with a face-to-face convening?

Psychological Equity Considerations

Individual	- What psychological burdens might participants face in participating in travel for a national convening? - What groups are more negatively impacted than others, and what are the consequences of those impacts? - What psychological benefits might some participants glean?
Organizational	- What are the costs to the organization associated with the psychological burden of work travel and accompanying multi-tasking and/or shifted deadlines? - Are they ways in which encouraging work-related travel contributes positively to staff morale, individually and collectively?
Ecological	- In what ways might our actions influence the norms and attitudes of others who are designing programs in our field? - Are we comfortable with the example we are setting? In other words, if all national convenings looked the way ours looks in terms of ecological footprint, would we be confident about the future of our planet and its resources? - In what ways could convening face to face increase the confidence necessary for participants (individuals, organizations, partners, and field) to achieve positive outcomes for high-impact ecological intervention?