Diversity, Equity, and Inclusion Resources 2022-23:

Articles to Read:

5 Ways to Make the Outdoors More Inclusive:


1. Teach the full history of the American outdoors.
2. Make all visitors feel welcome and secure.
3. Create underlying policies on diversity and fairness.
4. Increase economic accessibility to create more access points for all.
5. Make open spaces more representative, culturally relevant, and cool.

The Outdoors Still Has a Major Diversity Problem
https://www.shape.com/lifestyle/mind-and-body/outdoors-lacks-diversity

Melanin Basecamp has a great blog! https://www.melaninbasecamp.com/

- This is a pertinent article: https://www.melaninbasecamp.com/trip-reports/2022/1/27/a-guide-to-reciprocal-mentorship

While CMC builds our website resources, here are some great places to start from our partners near and far:

Mountaineers in Washington state:
Wildland Restoration Volunteers in Boulder:
https://www.wlrv.org/volunteer/leaders/technical-library (DEI tab at the top)

Diversify Outdoors – while they are scaling back, still have resources online:
https://www.diversifyoutdoors.com/

Examples of Racial Microaggressions

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<tr>
<th>Theme</th>
<th>Microaggression</th>
<th>Message</th>
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<tr>
<td>Alien in own land</td>
<td>“Where are you from?” “Where were you born?” “You speak good English.” A person asking an Asian American to teach them words in their native language.</td>
<td>You are not American You are a foreigner</td>
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<td>Ascription of Intelligence</td>
<td>“You are a credit to your race.” “You are so articulate.” Asking an Asian person to help with a Math or Science problem.</td>
<td>People of color are generally not as intelligent as Whites. It is unusual for someone of your race to be intelligent. All Asians are intelligent and good in Math / Sciences.</td>
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<td>Color Blindness</td>
<td>“When I look at you, I don’t see color.” “America is a melting pot.” “There is only one race, the human race.”</td>
<td>Denying a person of color’s racial / ethnic experiences. Assimilate / acculturate to the dominant culture. Denying the individual as a racial / cultural being.</td>
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<td>Criminality – assumption of criminal status</td>
<td>A White man or woman clutching their purse or checking their wallet as a Black or Latino approaches or passes. A store owner following a customer of color around the store. A White person waits to ride the next elevator when a person of color is on it.</td>
<td>You are a criminal. You are going to steal / You are poor / You do not belong / You are dangerous.</td>
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<td>Denial of individual racism</td>
<td>“I’m not a racist. I have several Black friends.” “As a woman, I know what you go through as a racial minority.”</td>
<td>I am immune to races because I have friends of color. Your racial oppression is no different than my gender</td>
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<td>Myth of meritocracy</td>
<td>People of color are given extra unfair benefits because of their race. People of color are lazy and/or incompetent and need to work harder.</td>
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<td>Statements which assert that race does not play a role in life successes</td>
<td>“I believe the most qualified person should get the job.” “Everyone can succeed in this society, if they work hard enough.”</td>
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<td>Pathologizing cultural values / communication styles</td>
<td>Assimilate to dominant culture. Leave your cultural baggage outside.</td>
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<td>The notion that the values and communication styles of the dominant / White culture are ideal</td>
<td>Asking a Black person: “Why do you have to be so loud / animated? Just calm down.” To an Asian or Latino person: Why are you so quiet? We want to know what you think. Be more verbal.” Speak up more.”</td>
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<td>How to offend without really trying</td>
<td>“Indian giver.” “That’s so gay.” “She welshed on the bet.” “I jewed him down.” “That’s so White of you.” “You people ...” “We got gypped.” Imitating accents or dialects Others?</td>
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**A Few Books to Read:**

- [Inclusion on Purpose](https://www.rtulshyan.com/)
- [Uncomfortable Conversations with a Black Man](https://www.uncomfortableconvs.com/)
- [How to Be an Antiracist](https://www.ibramxkendi.com/books)
- [Black Faces, White Spaces](https://www.carolynfinney.com/book)

(Some of these titles are available at the CMC offices. There is a sign-out if you are interested in borrowing them.)

**Some Videos to Watch:**

- Privilege Walk Exercise from Buzzfeed: [https://www.youtube.com/watch?v=hD5f8GuNuGQ](https://www.youtube.com/watch?v=hD5f8GuNuGQ) 3:59 minutes
- Empathy v. Sympathy [https://www.youtube.com/watch?v=KZBTYViDPlQ](https://www.youtube.com/watch?v=KZBTYViDPlQ) 2:53 minutes
- Video 3: Tim Wise on Dominant Cultural Norms vs. Universal Norms - Saskatoon, SK, March 2011 3:55 minutes
- Recolor the Outdoors | Alex Bailey | TEDxSanAntonio 13:10 minutes
- Blind Spots: Challenge Assumptions from PWC 2:20 minutes
Listen to (others and always with an open mind and) some podcasts:

- [https://thediversitymovement.com/top-10-diversity-podcasts/](https://thediversitymovement.com/top-10-diversity-podcasts/)
- **Unlocking Us – Brene Brown** - [https://brenebrown.com/podcast-show/unlocking-us/](https://brenebrown.com/podcast-show/unlocking-us/)
  - Interview with Ibram X. Kendi - [https://brenebrown.com/podcast/brene-with-ibram-x-kendi-on-how-to-be-an-antiracist/](https://brenebrown.com/podcast/brene-with-ibram-x-kendi-on-how-to-be-an-antiracist/)
- **Queery – Cameron Esposito** - [https://www.cameronesposito.com/category/podcasts/](https://www.cameronesposito.com/category/podcasts/)
  - She’s a comedian and she talks about real stuff with real people around gender and sexuality (not outdoor themed).

A few Dos and Don’ts for building inclusive events and affinity spaces:

1. **DO** – have representation from the community you want to engage either individual connections who are present and part of the event, buy-in from orgs or chamber of commerce, etc.
   - **DON’T** – say a space is welcoming or inclusive without doing the work to make it so.

2. **DO** – donate, participate, and get involved.
   - **DON’T** – expect recognition, returns, or appreciation.

3. **DO** – ask what you can do for the community. Use your platform to elevate the work of an organization, individual, athlete, cause, etc. and then give them the stage.
   - **DON’T** – ask what they can do for you or the CMC.

4. **DO** – communicate the expectations of a trip/course/event and as many details as you can in advance.
   - **DON’T** – Deviate from the description if at all possible. If you must make last minute changes, over communicate them.

5. **DO** – Always follow-through on what you shared.
   - **DON’T** – Assume people know how something works or how it “usually works”.