

# Diversity, Equity, and Inclusion Resources 2022-23:



## Articles to Read:

### 5 Ways to Make the Outdoors More Inclusive:

<https://www.theatlantic.com/sponsored/rei-2018/five-ways-to-make-the-outdoors-more-inclusive/3019/>

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:**

<https://www.mountaineers.org/about/vision-leadership/board-of-directors/committees/inclusion-equity-committee/equity-inclusion-resources>

**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**

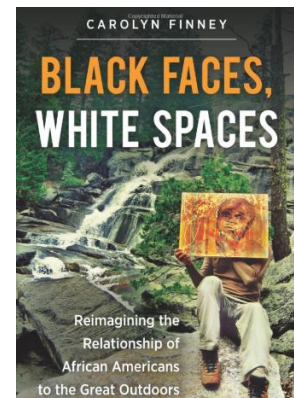
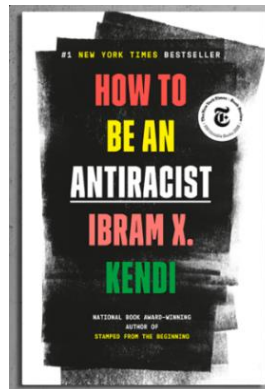
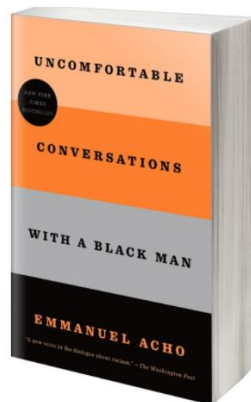
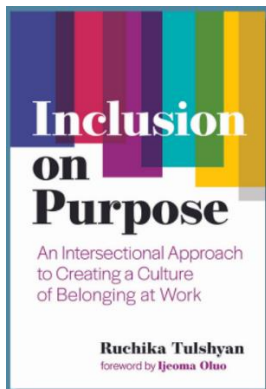
Theme	Microaggression	Message
<p><i>Alien in own land</i> When Asian Americans and Latino Americans are assumed to be foreign-born</p>	<p>“Where are you from?” “Where were you born?” “You speak good English.” A person asking an Asian American to teach them words in their native language.</p>	<p>You are not American You are a foreigner</p>
<p><i>Ascription of Intelligence</i> Assigning intelligence to a person of color on the basis of their race.</p>	<p>“You are a credit to your race.” “You are so articulate.” Asking an Asian person to help with a Math or Science problem.</p>	<p>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.</p>
<p><i>Color Blindness</i> Statements that indicate that a White person does not want to acknowledge race</p>	<p>“When I look at you, I don’t see color.” “America is a melting pot.” “There is only one race, the human race.”</p>	<p>Denying a person of color’s racial / ethnic experiences. Assimilate / acculturate to the dominant culture. Denying the individual as a racial / cultural being.</p>
<p><i>Criminality – assumption of criminal status</i> A person of color is presumed to be dangerous, criminal, or deviant on the basis of their race.</p>	<p>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.</p>	<p>You are a criminal. You are going to steal / You are poor / You do not belong / You are dangerous.</p>
<p><i>Denial of individual racism</i> A statement made when Whites deny their racial biases</p>	<p>“I’m not a racist. I have several Black friends.” “As a woman, I know what you go through as a racial minority.”</p>	<p>I am immune to races because I have friends of color. Your racial oppression is no different than my gender</p>

		oppression. I can't be a racist. I'm like you.
<i>Myth of meritocracy</i> Statements which assert that race does not play a role in life successes	"I believe the most qualified person should get the job." "Everyone can succeed in this society, if they work hard enough."	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.
<i>Pathologizing cultural values / communication styles</i> The notion that the values and communication styles of the dominant / White culture are ideal	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." Dismissing an individual who brings up race / culture in work / school setting.	Assimilate to dominant culture. Leave your cultural baggage outside.

Theme	Microaggression	Message
<i>Second-class citizen</i> Occurs when a White person is given preferential treatment as a consumer over a person of color	Person of color mistaken for a service worker Having a taxi cab pass a person of color and pick up a White passenger Being ignored at a store counter as attention is given to the White customer behind you "You people ..."	People of color are servants to Whites. They couldn't possibly occupy high-status positions. You are likely to cause trouble and / or travel to a dangerous neighborhood. Whites are more valued customers than people of color You don't belong. You are a lesser being.
<i>Environmental microaggressions</i> Macro-level microaggressions, which are more apparent on systemic and environmental levels	A college or university with buildings that are all named after White heterosexual upper class males Television shows and movies that feature predominantly White people, without representation of people of color Overcrowding of public schools in communities of color	You don't belong / You won't succeed here. There is only so far you can go. You are an outsider / You don't exist. People of color don't / shouldn't value education. People of color are deviant.

	Overabundance of liquor stores in communities of color	
<i>How to offend without really trying</i>	“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 gyped.” Imitating accents or dialects Others?	

**A Few Books to Read:**



[www.rtulshyan.com/](http://www.rtulshyan.com/) [www.uncomfortableconvo.com/](http://www.uncomfortableconvo.com/) [www.ibramxkendi.com/books](http://www.ibramxkendi.com/books) [www.carolynfinney.com/book](http://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>  
3:59 minutes

Empathy v. Sympathy <https://www.youtube.com/watch?v=KZBTYViDPIQ> 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/>
- **Unlocking Us – Brene Brown** - <https://brenebrown.com/podcast-show/unlocking-us/>
  - Interview with Emmanuel Acho - <https://brenebrown.com/podcast/brene-with-emmanuel-acho-on-uncomfortable-conversations-with-a-black-man/>
  - Interview with Ibram X. Kendi - <https://brenebrown.com/podcast/brene-with-ibram-x-kendi-on-how-to-be-an-antiracist/>
- **Queery – Cameron Esposito** - <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”.