ITEMS DISCUSSED

- Power
- Privilege
- Allyship

ACTIONS TO BE TAKEN

- Add option at payment for sponsoring someone else’s participation in class/course: option to donate extra
  - The option to donate already exists and we will move forward with a request to develop the option to sponsor as a more direct ask.

- Highlight what other folks in the outdoor industry are doing in DEI along with our work.

- Send members out on speaking engagements to promote the club and share.

- Volunteers/members want to know what staff is doing. “What does Keegan do?”
  - Reading the Lead, the Rucksack, and Keegan’s ED Letter are the best ways to find this information.

- Provide deadlines to sections/schools/etc. to get info in to the office push out in Rucksack and the Lead.

- Mapping out how to be successful in CMC:
  - Create a clear resource for the “conditions to be a volunteer”; how to come in and be useful; the resources volunteers will receive.
  - Framing badges to avoid feeling of exclusion and rather “how to attain” those skills/badges etc.

- Using video format to get info out to volunteer leadership.
  - Thank you for the feedback that this works. We will continue to use this tool.

- Inclusion for the “digitally challenged”
  - Offering hikes at the same time/place every week or month so a participant wouldn’t have to check the calendar – up to trip leaders to put out, but staff can promote the idea
  - In person sessions for teaching and learning website at public libraries – calendar – sign ups – etc.

- Enlisting volunteers to help learn about and teach about Routes and Places (RandP)
  - This is already happening with Roberta running a RandP Committee

- Adding Native Lands information to RandP – this idea is in the works with the committee