



FROM THE NOTES

DEI SESSION #3:

Nadia Ali (notes taken by Madeline)

DATE:

January 17, 2023



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**
 - o 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?"**
 - o 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:**
 - o Create a clear resource for the "conditions to be a volunteer"; how to come in and be useful; the resources volunteers will receive.
 - o 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.**
 - o Thank you for the feedback that this works. We will continue to use this tool.
- **Inclusion for the "digitally challenged"**
 - o 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
 - o 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)**
 - o 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

