



## **AORE Diversity and Inclusion Statement**

In principle and in practice, the Association of Outdoor Recreation and Education (AORE) embraces diversity of race, color, national origin, religion, sex, sexual orientation, gender identity and expression, disability, veteran status, age, socioeconomic status, and outdoor experience and ability. We recognize that the perspectives and talents of an inclusive community of program leaders and participants can be a powerful catalyst for growth and change in both individuals and communities. For that reason, we seek to create a culture of inclusiveness, collaborative practice, and innovation in the outdoor recreation and education field.

We recognize that there is an "adventure gap" in America. Some demographic and socioeconomic groups are underrepresented in outdoor recreation and education. In an effort to close this gap, we will strive to do the following:

- We will seek out and welcome people from all communities into our profession and our membership, and encourage them to participate in the affairs of the association as committee and task force members, conference presenters, and as members of the AORE Board of Directors.
- We will encourage our members to be inclusive in the operation of the programs they provide to students, military populations, and the general public.
- We will reflect on the ways in which our community has excluded people from marginalized backgrounds, and strive to reduce the barriers faced by these individuals through direct outreach and other means.
- We will establish an expectation of mutual respect in the interactions that happen across our Association.
- We will look for opportunities to promote diversity and inclusion in our partnerships with other organizations.
- We will continue to be a learning-centered organization that values the perspectives and contributions of all people.

Approved by the BOD May, 2015