DE&I Listening Session Summary 7.29.2020

AORE hosted its first specific DE&I listening session on July 29, 2020. Conversations between members, BOD attendees and the executive director focused on the need to help AORE members in whatever stage of their learning relative to DE&I, find support and resources.

Supporting Programmatic/Practitioner organization and culture change

- Helping members help their programs/structures
- How can we learn from member programs that are having success, struggles, and sharing this information? Who is doing it well? Who wants to learn?
- PRACTITIONERS - lot of emphasis here - we have to do the work (members) not just invite affinity groups. While inviting affinity can and will continue to be a strategy, the point was made that AORE members still have to do the work (personal and program).

**ACTION:** Consider forming a task force to explore ways and solutions, as well as content which can be updated on website and messaging.
  - Volunteer Lead?
  - Timeline?

**ACTION:** Host an Association Chat to highlight some programs and where resources are. Names mentioned included: Jeannette will follow up with to inquire
  - Guy deBrun - JMU
  - Karel Hilversum - Cornell
  - Danny Williams - Penn State
  - Chris Bullard - PSU

Discuss/explore white history in outdoor recreation and education

- It would be nice to address/chat about the white history/impact focused on outdoor recreation and education - such as Paul Pedzolt. Learning more about why and how we are where we are (different than conservation, public lands)
- Staff mentioned the Conference Action Team was hoping to host a panel on this topic.

**ACTION:** These names have been identified as potential panelists.
  - Are there other individuals you can suggest and contact information?
  - Does anyone have a personal connection, contact information, or can make an introduction to:
    - Nina Roberts, NPS
    - Karen Warren, outdoor edu
    - Rasul Mowatt, Indiana Univ. Recreation (extensive research on this)
Pronouns use at AORE

- Continue to be mindful of pronouns and language - Bylaws was used as an example (current version modified in 2019).

- ACTION: Any AORE document that can be updated. Staff and volunteers will continue to note and inform national office for places to change.

Volunteer and leadership opportunities at AORE

- How can we make all of the ways to volunteer more obvious?
- How can we ensure individuals are being asked (intentionally sought and invited)?

- ACTION: Consider forming a task force to explore ways and solutions, as well as content which can be updated on website and messaging.
  - Volunteer Lead?
  - Timeline?

Individual anti-racism work and learning

- Helping members start their personal work (learning) - what role they can play. In the listening session, a perspective shared was that before members can do program/organization work, they must first do the personal learning/work.

- ACTION: Consider forming a task force to explore ways and solutions, as well as content which can be updated on website and messaging.
  - Volunteer Lead?
  - Timeline?

Strategic Partnerships with NGO’s

- Invite more NGO’s in to AORE - why are they not members or here already?
  - (we discussed the need to update Bylaw and language and break down the exclusive higher education perception)
  - AORE members and programs would need to shift (sunset, new created) to serve expanding and different needs - will membership be OK with that?
  - AORE BOD/staff has both Know 10 initiative (to identify groups/programs) and developing an ambassador program where BOD builds and fosters relationships with affinity groups to learn, understand, and welcome to AORE.

- AORE currently has signed strategic partnerships (DE&I) with:
  - Paradox Sports
  - YMCA Bold and Gold
  - R4

- AORE has been in discussions/negotiating with:
- American Camping Association
- Out There Adventures
- CAMBER
- Sierra Club
- Transforming Youth Outdoors
- Pride Outside

- AORE ED hosts Association Forum monthly calls - among those invited include
  - Outdoor Afro
  - Latino Outdoors
  - America Outdoors
  - SORP, WRMC, CWA

  **ACTION:** What groups do people have ideas about that are not on this list?