

A person is silhouetted against a clear blue sky, standing on the peak of a tall, narrow rock formation. The rock formation is composed of several stacked, flat rock layers. A green rope is visible, extending from the top of the rock down towards the bottom of the frame. In the background, there are rolling mountains and a valley under a bright blue sky.

Diversity

A Reflection of Your Staff

Clifton McIntosh
Coordinator of Outdoor Recreation
University of Arizona





What?

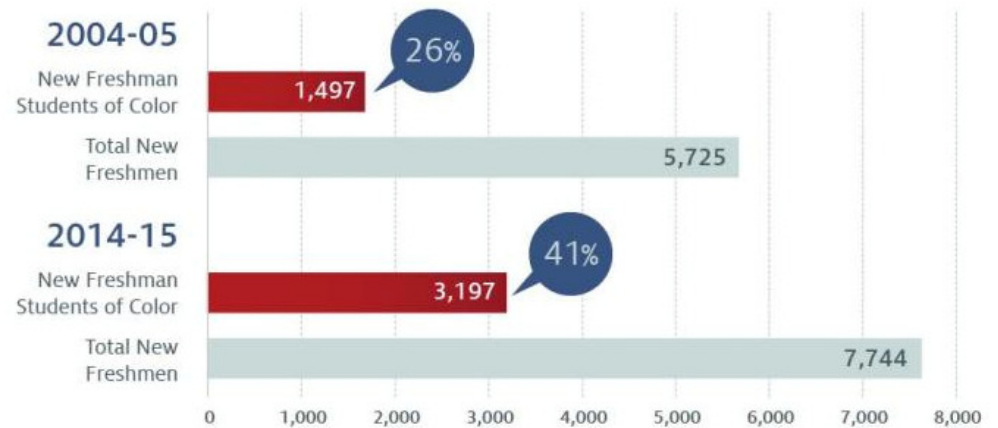
- The LO's
 - Determine if your program(s) staff reflect the diversity or inclusive nature of the program.
 - Obtain a working knowledge of how to promote an inclusive nature and culture.
 - Predict areas or procedures for improvement.

Why?

- 70% of Outdoor Recreation is Caucasian*
 - But our industry is Changing
- Your Organizations Inclusion Statement?
- Creating a environment of:
 - Acceptance
 - Safe Expression
 - Education

*"Outdoor Recreation Participation Topline Report".
<https://outdoorindustry.org>. N.p., 2017. Web. 2 Apr 2017.

New Freshmen Profile



"Diversity: By The Numbers | Diversity & Inclusion".
[Diversity.arizona.edu](https://diversity.arizona.edu). N.p., 2017. Web. 9 Feb. 2017.

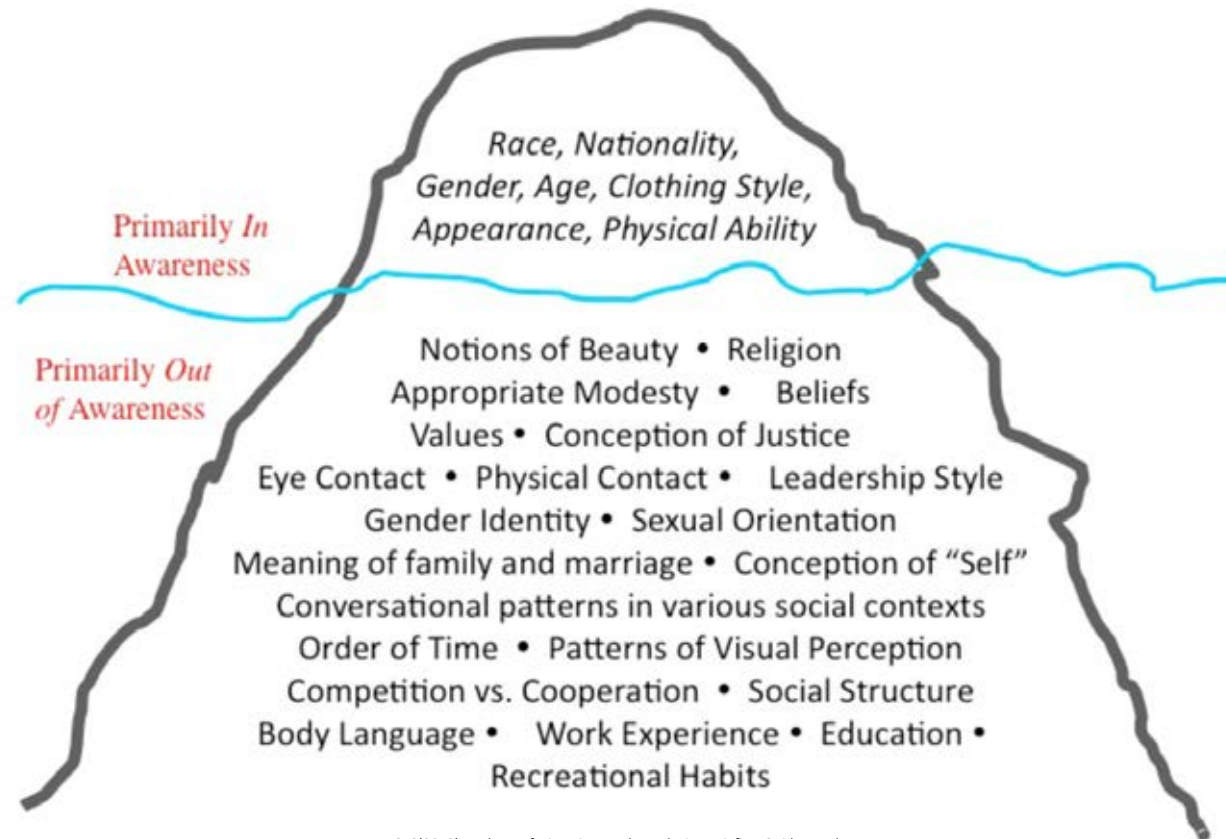
Why? x 2

Diversity Counts:

57% of UA Outdoor Rec Program Participants self identify as a Person of Color

45% of the UA Outdoor Rec Staff self identify as a Person of Color

Where does it count for you?



NOLS(2013). Iceberg of Diversity. In *The Inclusion Briefing Guide*. Lander, WY.

Team up

Interact and explore:

1. How do you identify?
2. What is your current staff diversity?
3. What are the populations your organization operates or interacts with on a daily basis?
4. What do you do to help with staff diversity?



Tools?

1. Knowledge of Self
2. Knowledge the Barriers
3. Marketing
4. Org. Language
5. Multi-Lingual Staff
6. Collaboration with Community Partners



Areas of Improvement?

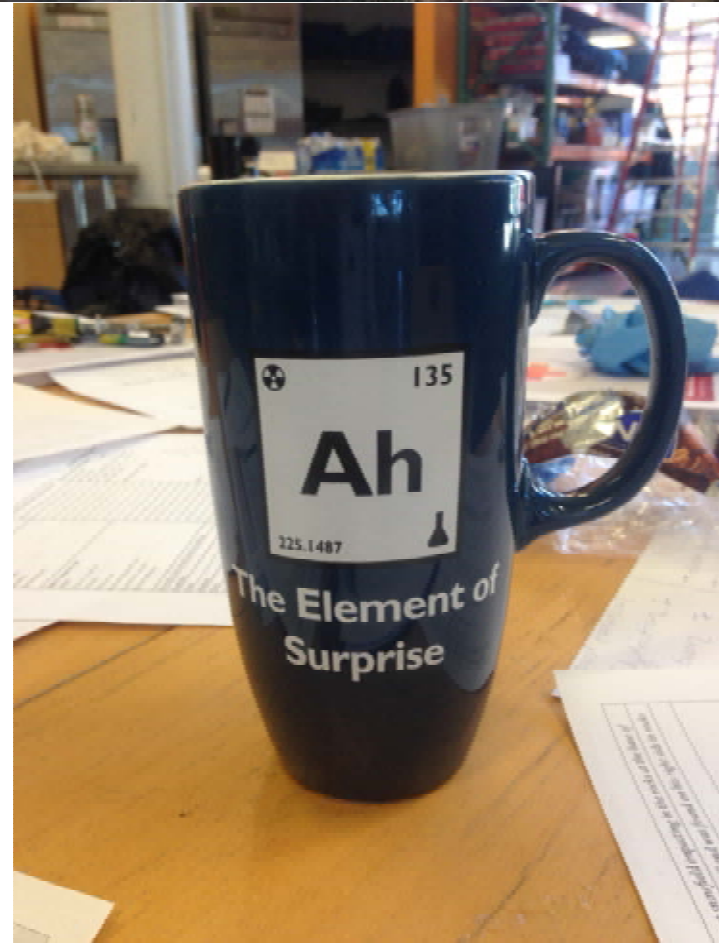
With your partner come up with 3 areas of improvement within your workplace.



Wrap up

Can we create an open environment?

Questions?



A large, reddish-brown rock formation, possibly a butte or mesa, stands prominently on a dark, grassy hillside. The rock is illuminated from the side, creating a warm, golden glow. The sky is a clear, pale blue, suggesting a sunset or sunrise. The overall scene is serene and natural.

Thank You

Do what you can, with what you have, with the time that is given to you.