Diversity
A Reflection of Your Staff

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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.
70% of Outdoor Recreation is Caucasian*
  - But our industry is **Changing**

Your Organizations Inclusion Statement?

Creating a environment of:
  - Acceptance
  - Safe Expression
  - Education

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**"Outdoor Recreation Participation Topline Report".**

"Diversity: By The Numbers | Diversity & Inclusion".
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?
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?
1. Knowledge of Self
2. Knowledge the Barriers
3. Marketing
4. Org. Language
5. Multi-Lingual Staff
6. Collaboration with Community Partners
With your partner come up with 3 areas of improvement within your workplace.
Wrap up

Can we create an open environment?

Questions?
Thank You

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