Equity, Inclusion and Justice

Colin Bennett
Objectives

To enhance the effectiveness and strength of our local work for healthier, sustainable and thriving communities by...
Outdoors Representative, Sierra Clu
Objectives

• Better understanding and being able to communicate the importance of principles of equity, inclusion and justice to an audience outside the Sierra Club Space.
Objectives

• Seeking to understand the history and legacy of the environmental movement and its relationship to places we go outdoors.
Objectives

- Identifying ways to help create equitable and inclusive spaces - including Outings.
Sierra Club Mission Statement

To explore, enjoy, and protect the wild places of the earth;

To practice and promote the responsible use of the earth's ecosystems and resources;

To educate and enlist humanity to protect and restore the quality of the natural and human environment
Just because you are right, does not mean, I am wrong. You just haven't seen life from my side.

It's about point of views.
Sometimes You’re A Caterpillar

Animated by Kat Blaque
Written by Chescaleigh
Sierra Club Equity Goals

AN EQUITABLE, JUST & INCLUSIVE SIERRA CLUB

ONGOING TRAINING & EDUCATION

WELCOMING, INCLUSIVE CULTURE

FOUNDATION OF JUSTICE & EQUITY
Equity

Equality

Equity
Don’t just tell a different version of the same story. Change The Story!
Justice
Inclusion

- Thinking Styles
- Language
- Ethnicity
- Religion
- Perspectives
- Experiences
- Nationality
- Race
- Skills
- Job Level
- Culture
- Gender
- Physical Abilities
- Sexual Orientation
- Age
Assumptions

How does this relate to Sierra Club Outings?
Assumptions

- Public lands and water access is a human right that can be realized by breaking down social and economic barriers and addressing imbalances that prevent all people from enjoying the same opportunities.
Assumptions

- We cultivate a culture of mentorship and engagement that creates our next generation of leaders who reflect the diversity of our communities.
Assumptions

- Every person deserves respect and is a potential equal partner in building safe and livable communities.
Assumptions

- We proactively engage marginalized and disempowered communities, reaching across economic lines and cultures to explore, protect, and enjoy the natural world.
Living Our Principles of Equity, Inclusion & Justice through Shared Values
Silent Reflection
Applying an equity, justice and inclusivity lens...

**Equity Lens**

How do we center (and prioritize) those most impacted, underserved or underrepresented?

What are barriers to equal access or opportunity?

Where is the power to break
Applying an equity, justice and inclusivity lens...

**Justice Lens**

- Who benefits from the opportunities or advantages?
- Who shares the risks?
- What contributes to imbalance in how opportunities and risks are distributed?
- How might opportunities and risk be more fairly shared?
Applying an equity, justice and inclusivity lens...

**Inclusivity Lens**

- How are those most impacted by the issue engaged in our Outings?

- What are the barriers to building relationships with people in the communities most impacted?

- How might unconscious or implicit bias influence decisions regarding the Outing?
History and Legacy
“You cannot protect the environment while failing to protect humanity.”

AARON MAIR
Sierra Club President
Creating Equitable and Inclusive Outings
Think about an experience in which you were the “guest” or “new person” (during an outing). What were the conditions that helped you feel more welcome/brave or less welcome/brave engaging and interacting with the other people?

PAIR SHARE: Turn to someone you know less well and take turns sharing your reflections. Be sure to share the time.
<table>
<thead>
<tr>
<th>More Brave/Inclusive Spaces</th>
<th>Less Brave/Inclusive Spaces</th>
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<tbody>
<tr>
<td>Characteristics of More or Less Brave/Inclusive (Safer) Spaces</td>
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Principles of Inclusivity

Show and Hold Respect for Others

Listen to Understand and Learn

Be Respectfully Curious

Practice Mindful Reflection

Collaborate to Build Community
Principles of Inclusivity

Show and Hold Respect for Others

To hold in esteem or honor
Principles of Inclusivity

*Listen to Understand and Learn*

Deep (active) listening without the chatter in your brain (assumptions, judgement, making it about you)
Principles of Inclusivity

Practice Mindful Reflection

Be thoughtful about your personal privilege and power
Principles of Inclusivity

Be Respectfully Curious

Demonstrate genuine interest in learning about someone else’s views and perspectives without being intrusive.
Principles of Inclusivity

Collaborate to Build Community

Engage others and with others intentionally
Reflection
The goal of the Sierra Club's Military Outdoors (SCMO) is to educate the military and veteran communities about the benefits of the outdoors. Bridge the gap between conservationist and military community. It’s all about the land.
The Land We Defend
Since 1971 Inspiring Connections Outdoors (ICO) has been connecting those with limited access to the outdoors – especially youth.

Today, the Club has 50 ICO groups nationwide whose volunteer leaders conduct more than 800 outings for approximately 14,000 people each year. By helping these participants discover, enjoy and explore the beauty of natural places, ICO helps the Club build support for environmental protection in urban, suburban and rural communities across the country, supporting John Muir’s assertion that people who experience wilderness first hand are much more likely to preserve it for future generations.
Sierra Club Military Outdoors

• Outings are single- and multi-day wilderness adventures lead by local volunteer Outings Leaders.
• Outings Leader Training is a 2-3 day course that qualifies veterans, their family, or anyone supporting the veteran community as volunteer Outings Leaders.
• The Land we Defend brings veterans from around the country to public lands currently at risk.
Panel Discussion & Questions

- Panel will take 15 minutes to discuss
  - How is your role ensuring that the Sierra Club is a more just and inclusive organization?
  - What challenges do you think the Club or you face in making these principles a reality?
  - What does an equitable and inclusive Sierra Club look like to you?
  - Q & A with Audience
Aaron Leonard- Veteran Outdoors Representative, Sierra Club Outdoors
Lornett Vestal, Military and Veterans Coordinator, Sierra Club Outdoors
Soleil Black, Sierra Club Military Outdoors Volunteer Leader