



IMPACT GOAL: Establish a culture of anti-racism, diversity and inclusion to build a movement where hikers in Oregon feel safe and welcome in outdoor spaces.

WE BELIEVE...

- Stewardship of outdoor spaces began not with settlement of North America by white people, but thousands of years ago through the land management practices of indigenous people.
- The U.S. government, having forced the original indigenous stewards to cede their land, manages public land for the profit and benefit of a nation functioning under white supremacist political structures.
- Access to public lands, recreation and facilities is an inherent right of all people.
- Access to the benefits of nature, open space, community activities and events, improve the quality of life that nurtures the spirit, body, and mind.
- Access to recreation and education on public lands can heal a rift between human and natural communities and can contribute to a more sustainable and equitable use of outdoor spaces.
- Marginalized groups cannot currently safely access outdoor public spaces to enjoy their physical and psychological benefits due to the dominance of white, heterosexual, cisgender, Christian men in the current social and political hierarchy.
- True structural change requires diversity in leadership and other impactful positions.
- Having open and difficult conversations about the role white supremacy plays, including implicit and explicit bias, in our current structure is necessary in order to actively dismantle white supremacy.
- The goal of dismantling white supremacy is liberation. Liberation is possible and will allow access to the outdoors to everyone.
- We must continually learn and challenge our beliefs in order to evolve while accepting that the process will be imperfect.
- We can lead to make change in our public land management partners

OUR GOALS FOR DEI WORK:

- **Goal to promote TKO's Vision** - *"Oregon's trails are a place where people can go to connect with nature and one another. They are accessible and welcoming to **all communities**."*
- **Goal to promote TKO's Value** - *"**Inclusion** - We create partnerships with diverse communities and work together to make trails and nature welcoming & accessible."*
- **Goal to promote TKO's Value** - *"Appreciation - We connect people with nature, inspiring a responsibility to maintain access to Oregon's natural places."*
- Establish and continue to grow to be more inclusive and equitable
- Promote antiracism, diversity and inclusion into the organization.
- Develop sustainable structures to attract and retain a diverse board, employee and volunteer network within the organization that can be their authentic selves while in service to the organization.
- Develop an environment for learning with appropriate resources that can help relate, unify and support a diverse organization.

HOW WILL WE GET THERE: S-M-A-R-T OBJECTIVES

Reference - [MMT DEI Spectrum Components](#)

- I. **DEI Vision** – The organization can envision a DEI future and uses this vision to guide its DEI work.
 - Have a strategic planning document communicating our vision
- II. **Commitment** – An organization has institutionalized its commitment to DEI.
 - Establish decision making mechanisms to have DEI considered in our work.
- III. **Leadership** – Organizational leaders recognize the importance of DEI and prioritize, resource and lead the effort.
 - Support continuing education for staff and leaders
- IV. **Policies** – The organization has DEI policies and an organizational plan with clear goals, objectives and indicators of progress and success.
 - Serving in an advisory role to the TKO Board of Directors and staff to ensure organizational equity
- V. **Decisions** – An organization's decisions are systematically guided by equity considerations.
 - Consider the questions: who has privilege/bias? and who is left out? in decision making.
- VI. **Accountability** – An organization has developed mechanisms to create and maintain accountability to its constituents.
 - Regular review of surveys/feedback on program experience and organizational decision making.
 - Create a TKO webpage on DEI spectrum analysis and current initiatives to demonstrate progress across different components
 - Build an outside assessment and feedback loop for the DEI spectrum analysis
- VII. **Infrastructure** – The organization has committed resources and structures (i.e., an equity committee) to support the DEI transformation.
 - Budgeting includes funding for DEI-related projects and trainings
 - Staff position roles and responsibilities, possibly new position to create
 - Providing tools and resources for TKO staff and volunteers that promote DEI principles
- VIII. **Training** – An organization fosters ongoing DEI learning and growth for its staff, management and board.
 - Leadership training - onboarding and annual recurring training requirements, mandatory for staff and volunteer leaders
 - Providing educational opportunities and supporting educational events on the topic of diversity, equity, and inclusion
 - Creating space to explore and engage in dialogue about equity
- IX. **Diversity** – The organization has policies and strategies for strengthening and maintaining diversity; staff, board and volunteer leaders are representative of the community they serve; effective retention strategies are implemented.
 - Create job training pathways/programs to give underrepresented people job experience for future careers in the outdoors.
 - Recruiting and hiring practices evaluated and new means of reaching diverse candidates
 - Expanding opportunities for black, indigenous, and people of color in the outdoor recreation profession
 - LGBTQI+ initiatives for shared identity events/activities
 - Establish metrics in growing diverse representation in staff, board, crew leaders and ambassadors
- X. **Data** – The organization routinely collects and analyzes disaggregated data for all programmatic and operational work and uses the information in planning and decision-making.

- Establish regular survey mechanisms and reviews for learning how to improve programming and monitor our diversity goals.

XI. **Community** – Mutually beneficial, accountable and equitable partnerships exist with diverse organizations and leaders from communities experiencing disparities.

- Survey local/statewide organizations who we can support and partner with.

XII. **Inclusion** – The organization values and reflects the voice, contributions and interests of its diverse staff and constituencies and has created systems, policies and practices to maintain this organizational culture.

EXECUTIVE INITIATIVES OF TKO'S STRATEGIC PLAN:

- Build an advisory team of 5-6 members to inform the creation of a DEI Statement/Strategy/Plan to include specific values, goals objectives and annual tactics. — build on work being done now.
- DEI Strategic Plan and an objectives/work plan
- Training — started Forest Park Conservancy partnerships
- Partnerships — collective learning with other organizations focused on DEI and nature recreation — Ant Farm, Love is King, Viven NW
- Stewardship volunteer diversity and meaning — collaboration with stewardship committee (who do we ask?) tread school professional training for communities including in spanish
- Create regional representative positions on the board. (Rolling dates, based on one year of continuous work in a region). — to do
- Bring diverse voices from underrepresented communities to the Board and volunteer leadership, including a minimum of two non-white Board members by end of 2020. — we have done that and will continue such outreach in 2021/2022
- Expand Tribal relationships. — leadership academy in 2020
- Hold an annual DEI training for staff and volunteers.

TKO's DEI Impact Goal Statement, references include:

- o [Meyer-Memorial DEI Spectrum Tool](#)
- o [TKO's Safety Preamble](#)
- o [Trailkeeper Code](#)
- o [TKO Strategic Plan](#)