

From knowledge to impact: A conversation about unpacking barriers to diversity, equity and inclusion in wilderness

2022 National Wilderness Skills Institute

Wednesday, May 25: Focus Group Conversation

- Lauren Redmore: Research Social Scientist, Aldo Leopold Wilderness Research Institute
- Kimm Fox-Middleton: Wilderness Interpretation & Outreach Specialist, Arthur Carhart National Wilderness Training Center
- Forest Service Resource Assistants

Thursday, May 26: Coffee Hour-Conversation Continues

- Kimm Fox-Middleton: Wilderness Interpretation & Outreach Specialist, Arthur Carhart National Wilderness Training Center
- Gaylen Beatty: Special Projects & Critical Initiatives Manager, Parks & Nature, Oregon Metro
- Lauren Redmore: Research Social Scientist, Aldo Leopold Wilderness Research Institute



Welcome to the Table...

“Be brave enough to
suck at something new”

- Author Unknown



Why?

Why the conversation?

Why is this important to you?



Nature Gap-Overuse Paradox

2018 U.S. Forest Service visitor report identified that White visitors made up 94.6% of wilderness visitors --USDA Forest Service, 2018, National visitor use monitoring survey results: National summary report

Interestingly, although participation is lower among minority groups, those who do participate get out more often than Whites. African Americans take the most outdoor recreation outings per year, followed closely by Hispanics and Asian/Pacific Islanders. This finding is potentially important for organizations and businesses looking to connect with more active outdoor participants (table 4.3). Mahler, 2012

Persistent lack of relevancy for underserved communities

Some wilderness areas are at risk of being 'loved to death'



Shared Language-Definitions

DIVERSITY

The practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities

EQUITY

The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment

INCLUSION:

The recognition, appreciation, and use of the talents and skills of employees and people from all backgrounds



Break Out Room: Reflective Exercise

Introduce Yourself

- Who are you
- Where you are
- Your role
- And...

Answer the question

- What is your 'why' when it comes to Diversity, Equity & Inclusion in yourself and wilderness?

Time

- 10 minutes: Allow about 3 minutes/person



Break Out Room: Conversations

Key Reminders:

- Brave Space rather than Safe Space
- We ask you to please turn on your camera

Conversation Guidelines

- Stories stay, lessons leave
- Stay Engaged
- Experience Discomfort
- Expect and accept non-closure
- Listen for understanding
- Be mindful of who's speaking



What is your 'why' when it comes to Diversity, Equity & Inclusion in yourself and wilderness?



Something to think about...

Decisions all have some impact, positive or negative with respect to diversity, equity and inclusion. It is often the collection of small decisions that we make that perpetuate unintended consequences and inequities.

AND....



What does the work look like?

How we do the
work is the work



Theory of change to help move from knowledge to impact



What is a word that describes
how you're feeling at this
moment?



Relevant Links

- Outdoor recreation trends and futures: a technical document supporting the Forest Service 2010 RPA Assessment-
<https://www.fs.usda.gov/treeearch/pubs/40453>
- USDA Forest Service, 2018, National visitor-use monitoring survey results: National summary report:
https://www.fs.usda.gov/sites/default/files/2019-09/5082018_national_summary_report_070219.pdf
- USDA Equity Action Plan: <https://www.usda.gov/equity/action-plan>
- Secretary of Interior: ORDER NO. 3406 Establishment of a Diversity, Equity, Inclusion and Accessibility Council--
<https://www.doi.gov/sites/doi.gov/files/elips/documents/so-3406.pdf>



Contact Information



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