QUEER COMMUNITY

3. Gender field in application: 'male, female, trans, nonbinary, + other/write in. (Mazamas)

5. Orientation/Gear → this is more of an industry issue. We find the gear that best for our populations

7. (Seattle University) We allow students to choose their own sleeping quarters (which tent/whol. BUT feel this may be difficult for students who feel uncomfortable speaking up.

3. Birth Gender vs. Identity Gender/Philosophies w/ staff training (Rustic Pathways)

5. Specific cultural competency train @ orientation - staff + students (Rustic Pathways)

1. Representation is present at all levels and in all departments

10. Feedback culture is heavy in our therapy program as it fosters growth, change...
NDN - CHRISTIAN RELIGIONS AFFILIATION

2, 10 Staff & participants have opportunity to give feedback around cultural competency/safety, respect, etc. Also actively encouraged to contribute to "container" of the group - what is important to them & their needs.

1, 5  Staff practices & orientation - campaign developed toward warmth & action toward tolerance & acceptance. Aspen Skiing Co.

3, 8, 9 Ask students/participants what holidays/celebrations they honor during the course - offer space to do so & share the experience with other participants - Adventure Risk Challenge (an idea)

3, 7, 10 - Flexible/adaptive to applicant preferences (can choose own tent if needed) willing to respond to feedback - NWYC

2/9 Lots of staff training & discussion about inclusivity in as many realms as possible has a secular historical data driven teaching of religions in the world.
Immigrant and/or Refugee Identities

1. Gear provided free to all who need (Ymca Seattle)

2. 3/4. Registration Materials in Multiple Languages (Y of Seattle)

2.) 1-year commitment required for employment in order to develop + train in culturally competent therapeutic strategies (Evoke Cascades)

5. Full case-by-case adjustments + services to provide dietary options, visiting therapists who more closely identify or therapy sessions in native language. (Evoke Cascades)

Tiered pricing and financial assistance, no income verification (YCS)
PEOPLE OF COLOR

1. People of color high up in organizational chart who have modified staffing/hiring practices and focused on hiring diverse faculty/staff.

2. Free “rental” of all of our gear and optional fee for professional development/skill development throughout the summer.

3. Sweet gear + clothes for all students. It Patagonia... so there is a feeling of belonging OBCA.

8. Majority of our programs occur in Neighborhood/Community Parks/Greenways/Trails
   - Outcomes are tailored to reflect the community
     - Venture Outdoors - Pittsburgh
ENGLISH LANGUAGE LEARNERS

Sierra Club Outdoors - Staffing & Cultural Comp.

Have made an concrete effort to bring aboard multi-lingual staff members who are recruiting volunteers who speak multiple languages. SCO-Is implementing Theory of Change into every aspect of our work—to create a more inclusive outdoor volunteer base.

Sandy Spring Friends School

67

We have classes for English language learners (mostly bilingual international students and domestic boarders)

Also we have a stay program where students can live with a family in the community

And students have time and space for students to use their native language and work on English immersion.
PEOPLE W/ DISABILITIES OR DIFFERENT ABILITIES (PHYSICAL OR COGNITIVE)

1. Indiv/Group Questionnaire w/personal followup pre-visit. (NatureBridge)
2. Accessible/unobstructed bathroom policy/Facility in compliance w/NPS (NatureBridge)
3. Application process includes questions for adaptive activities. Also includes a follow-up call with every participant. (GutMonkey)