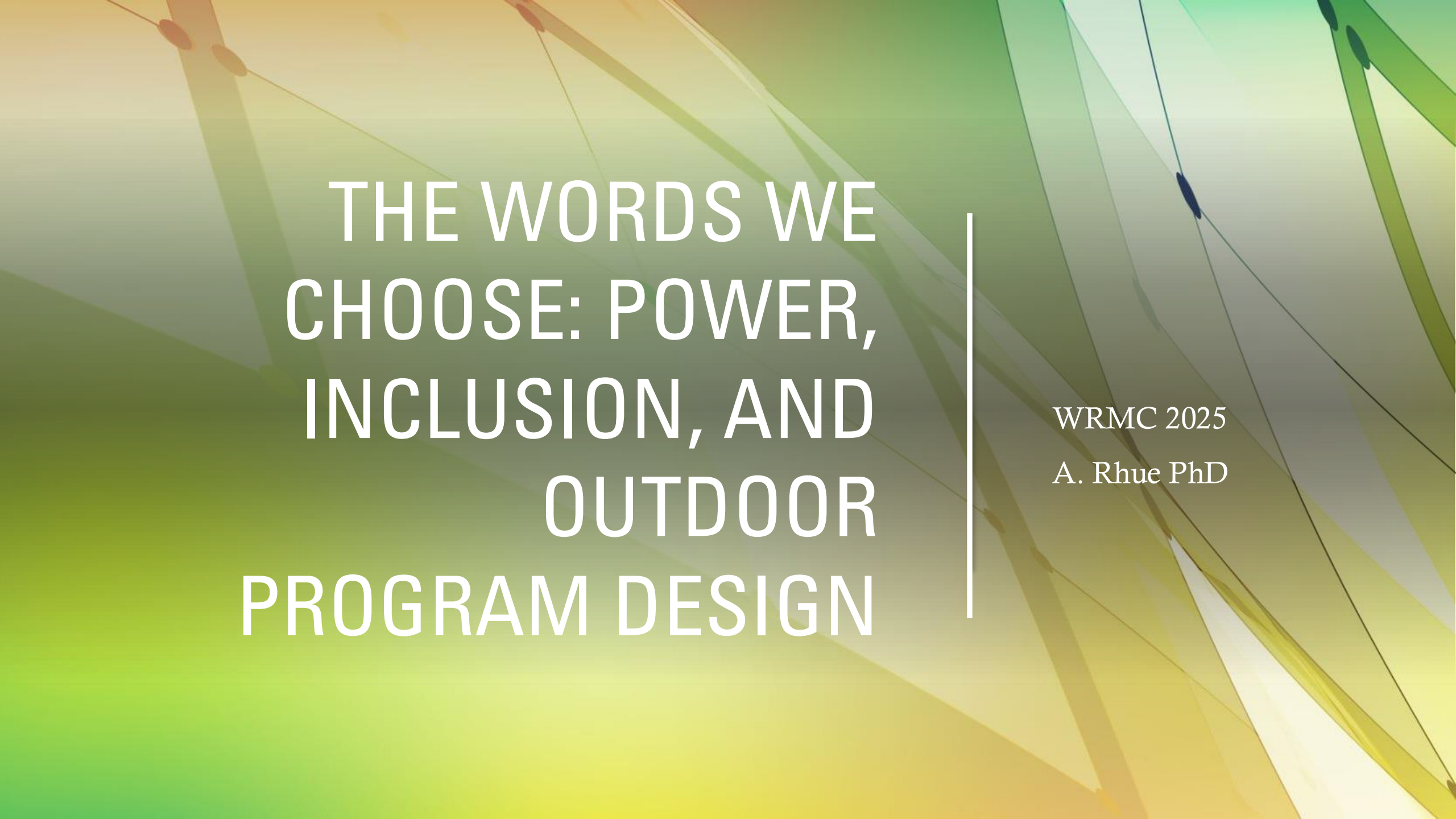
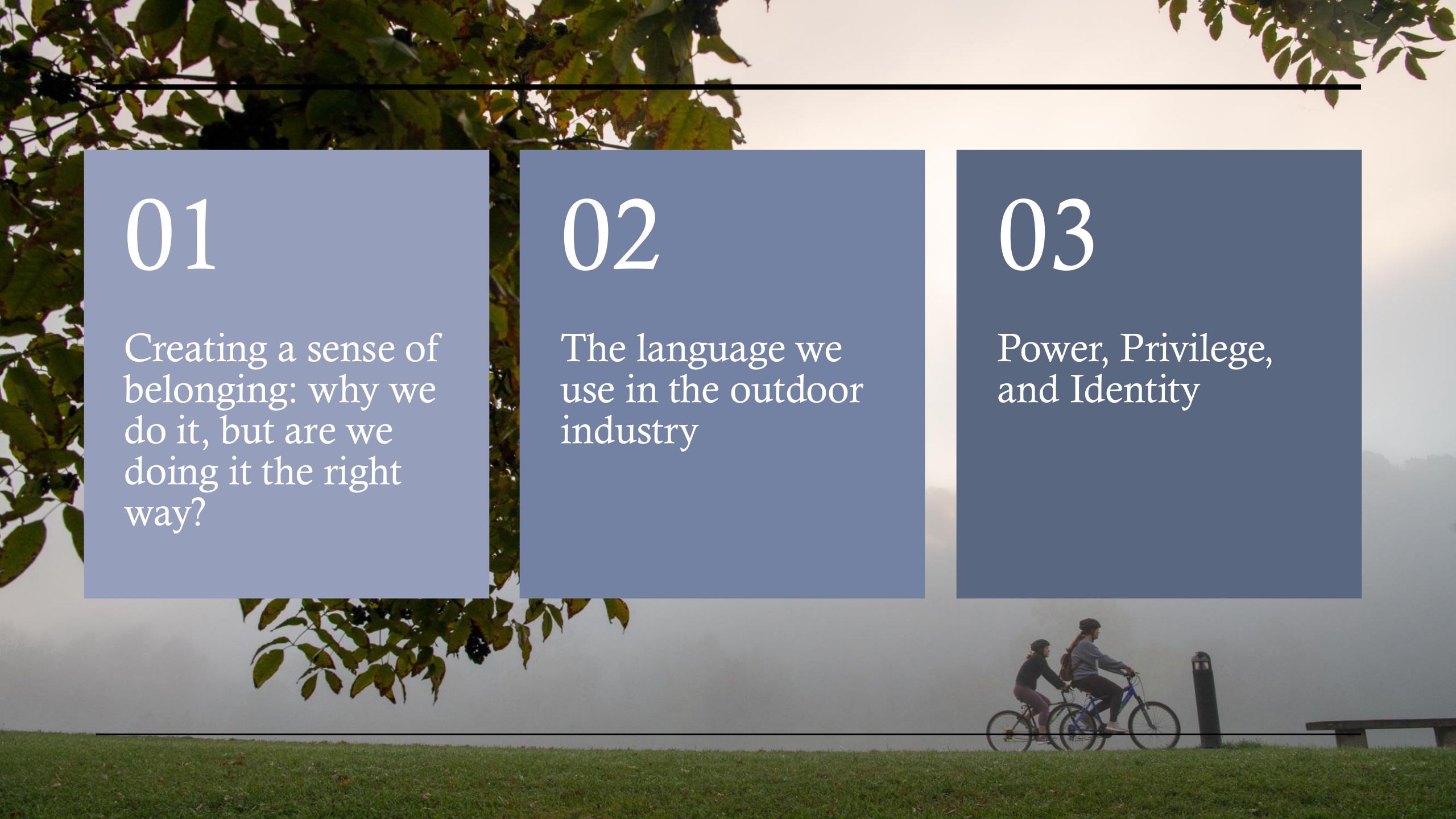




THE WORDS WE CHOOSE: POWER, INCLUSION, AND OUTDOOR PROGRAM DESIGN

WRMC 2025

A. Rhue PhD

The background of the slide features a photograph of a grassy field under a cloudy sky. In the upper left, there are green leaves from a tree. In the lower right, two people are riding bicycles on a path. A dark horizontal line runs across the top of the slide, and another runs across the bottom.

01

Creating a sense of belonging: why we do it, but are we doing it the right way?

02

The language we use in the outdoor industry

03

Power, Privilege, and Identity

CREATING A SENSE OF BELONGING – YOUR PERSPECTIVE

How do you create community/a sense of belonging in your programs?



REFLECT & REPLACE

Expedition
Wilderness
'Hard' skills
Challenge
Explore
Conquer

Is previous
experience
necessary?

-> State it clearly

Lack of
community &
connection for
participants

-> Need to build
in community

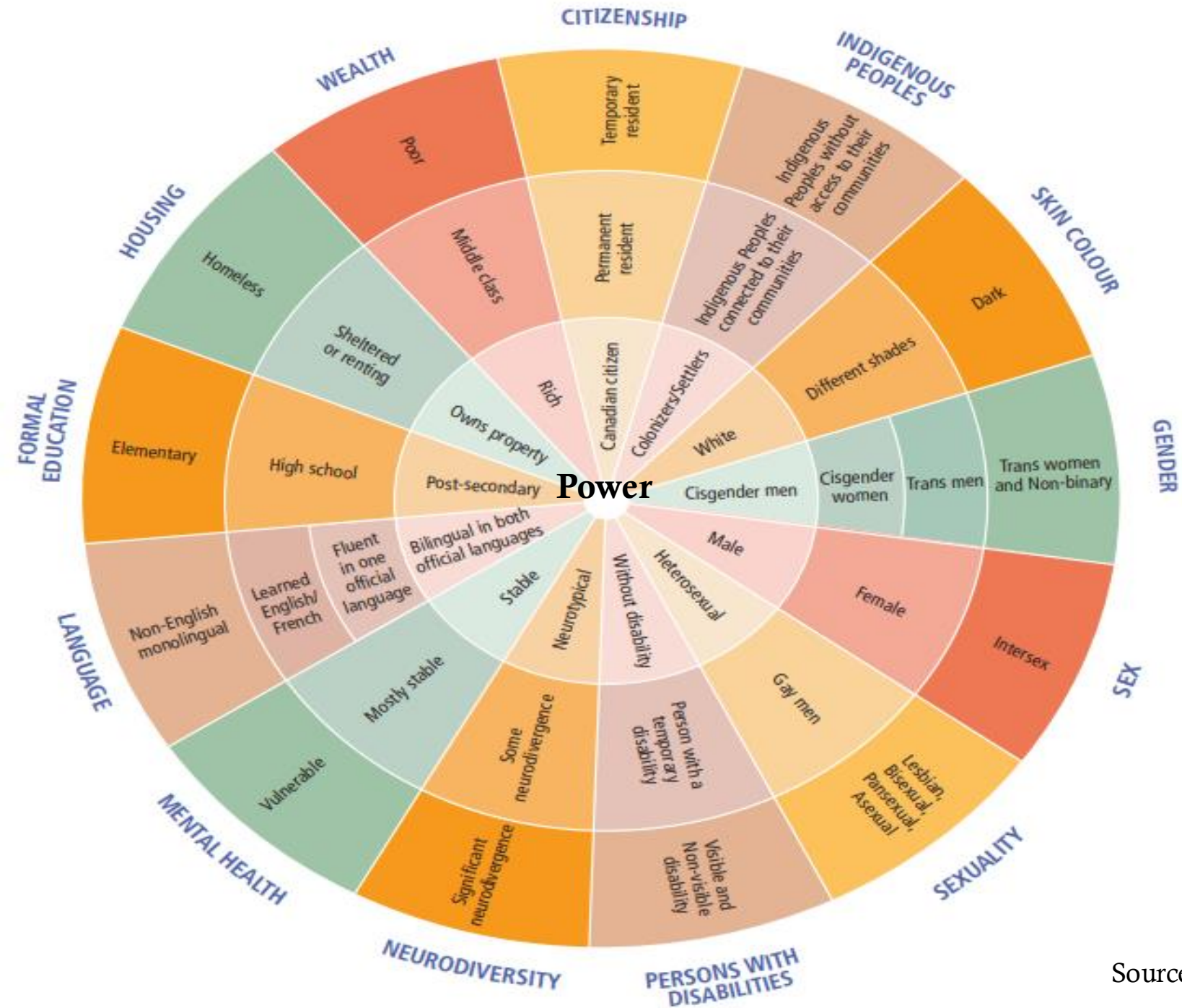
Physical Ability
requirements for
programs

-> Is it a matter
of safety or is
there a culture of
keeping up?

Accessible
options?

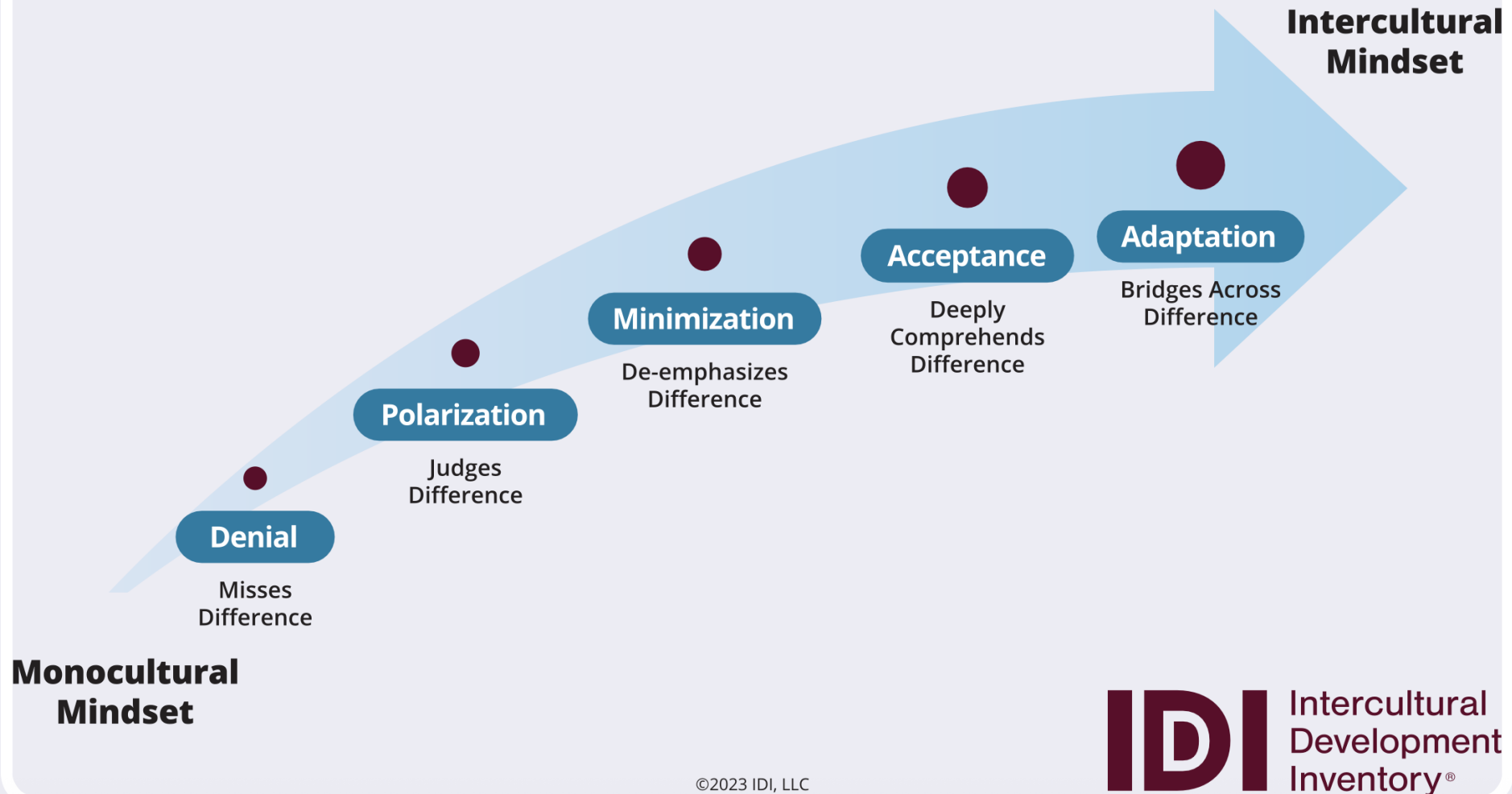
Assuming
knowledge

Wheel of Privilege and Power



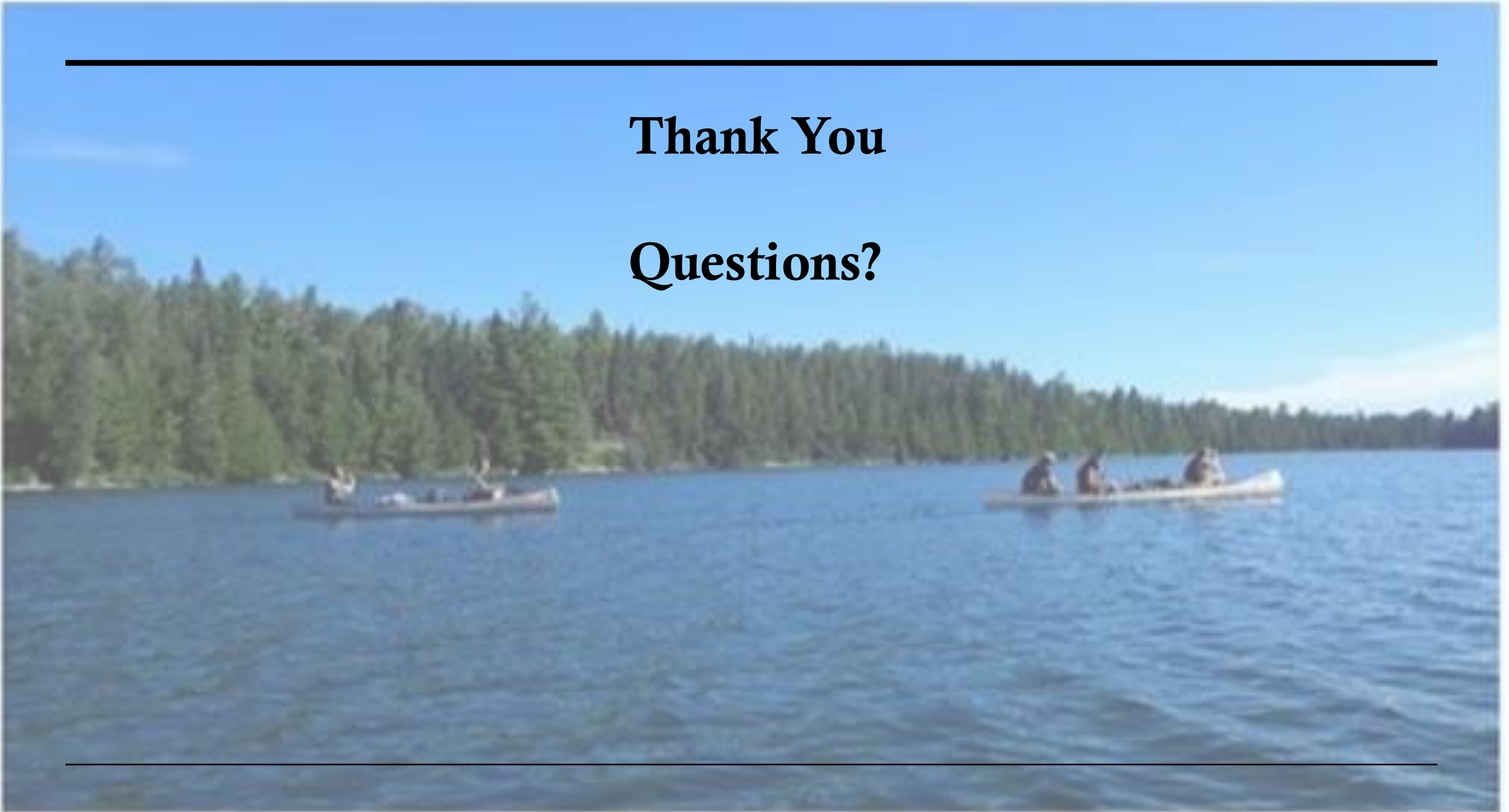
Marginalized

Intercultural Development Continuum (IDC)®



Thank You

Questions?



Action Steps

1. **Evaluate and Adjust Language in Program Design:** Reflect on current program descriptions and marketing materials to ensure they use inclusive language that resonates with diverse participants, especially considering non or less experienced individuals. Aim to shift from traditional, exclusionary language to terms that emphasize belonging and inclusivity.
 1. **Utilize Frameworks for Inclusivity:** Use tools like the Intercultural Development Continuum, and the Power & Identity Wheel to assess your personal and organizational approach to inclusivity. Identify where adjustments can be made to create a more welcoming and culturally aware environment for participants.
 1. **Reframe Programs with an Intercultural Mindset:** Consider our personal Shift the approach to program design from a monocultural to an intercultural mindset, focusing on building programs that promote inclusion while fostering meaningful connections and a sense of belonging for all participants.
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