

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/who). BUT feel this may be difficult for students who feel uncomfortable speaking up.

3. & 4. - BIRTH GENDER VS. IDENTITY GENDER: ^{Preferred} PRONOUNS w/ staff training (Rustic Pathways)

5 - Specific cultural competency training @ ORIENTATION - staff & students (Rustic Pathways)

Representation is present at all levels and in all departments

10. Feedback culture is heavy in our therapy program as it fosters growth, change...

N DN - CHRISTIAN RELIGIOUS AFFILIATION

2, 10
9 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 ^{or} practices & orientation - campaign developed toward action & action toward tolerance & acceptance. Aspen Springs 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/^{1/2} 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 ~~religion~~ Religions in the world.

BETTERMENT
WDA-CHIRAL

IMMIGRANT AND/OR REFUGEE IDENTITIES

J. Gear provided free to all who need
(YMC & G. Seattle)

3/4. Registration Materials In Multiple
Languages (Y of G. Seattle)

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

5.) ~~1/2~~ Case-by-case adjustments + services to provide ~~dietary~~ dietary
options, ~~(to be done)~~ ~~visits from~~ visiting therapists who more closely identify
or therapy sessions in native language. (EVOKE Cascades)

→ Tiered pricing and financial assistance, No Income
Verification (YGS)

SELECTED
WWW/PKANI

F 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 free professional development/skill development trainings throughout the summer
- ③ SWEET GEAR + CLOTHES FOR ALL STUDENTS. IE PATAGONIA ... SO THERE IS A FEELING OF BELONGING OBCA.
- ④ - 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 a 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} ~~just~~ inclusive outdoor volunteer base.

Sandy Spring Friends School

#6+7

lodging: We have a dorm that is policies are language accessible (mostly bilingual international students and domestic boarders)
Also we have a homestay program where students can live with a family in the community
↳ Both options level space and energy for students to use their native language and work on English at their own pace

PEOPLE W/ DISABILITIES OR DIFFERENT ABILITIES (PHYSICAL OR COGNITIVE)

- 1
- 3/4.) Indv./Group Questionnaire w/personal followup pre-visit. (NatureBridge)
 - 6) Accessible/Adapted 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
 - 4.) ACCOMMODATIONS REQUEST PROCESS W/IN
HEALTH REVIEW -> EARLY : OPEN TO
FACILITATE THOROUGH : INCLUSIVE PREP
(THE EXPERIMENT IN INTERNATIONAL HUNING)