

# Welcome to The Mountaineers Equity & Inclusion Town Hall

April 12, 2022

While we're waiting, please introduce yourself in the chat:

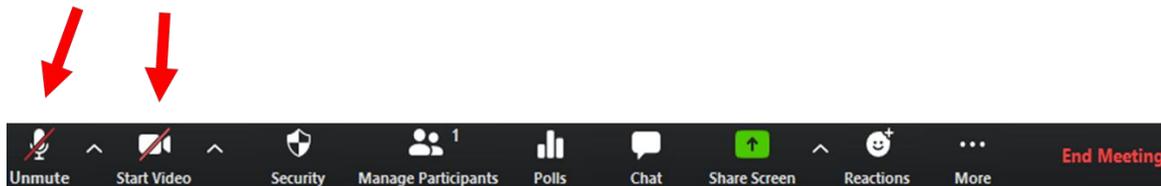
- Name
- Pronouns (if you'd like)
- Branch/Committee affiliation (if any)
- What you hope to learn today



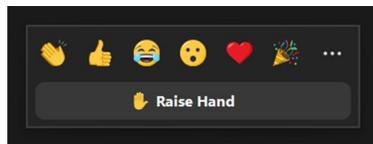
# Zoom Etiquette

- Mute when not speaking to reduce background noise
- Feel free to leave video on

Mute and turn on/off video



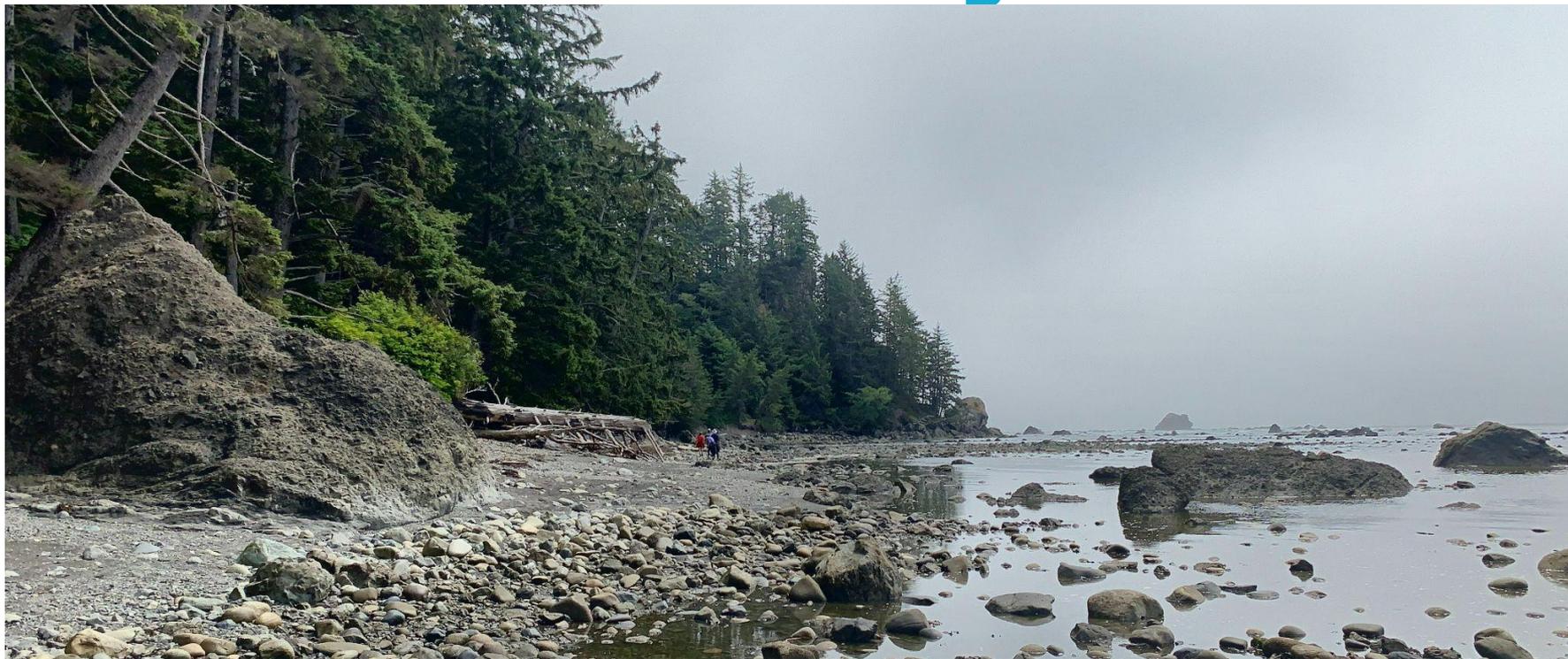
- Leave questions/comments in chat
- Use Zoom "Raise Hand" feature to be recognized by the speaker



- Please state your name when speaking or asking a question



# Land Acknowledgement



# Brave Space Agreements

## Glenn Singleton's Four Agreements of Courageous Conversations

- Stay engaged
- Expect to experience discomfort
- Speak your truth
- Expect and accept a lack of closure



# Town Hall Agenda

- Committee Member Introductions
- Context
- Equity & Inclusion - 2022 Strategy & Priorities
- Interactive Breakouts
- Q&A/Reflection
- Close



# Committee Member Introductions

## **VOLUNTEERS**

- Serene Chen (she/her), E&I Committee Chair, Board Representative, Seattle Branch
- Molly FitzMorris (she/her), Seattle Branch
- Dave Foong (he/him), Seattle Branch
- Ashley McLoud (she/her), Everett Branch
- Beth O'Connor (she/her), Seattle Branch
- Lisa Katzman (she/her), Olympia Branch
- Natalia Martinez-Paz, Tacoma Branch
- Esa Tilija (she/her), Seattle Branch
- Robert White (he/him), Advisory Council, Seattle Branch
- Karina Vanderbilt (she/her), Seattle Branch
- Anita Wilkins (she/her), Board Representative, Seattle Branch
- Siana Wong (she/her), Board Representative, Olympia Branch

## **STAFF**

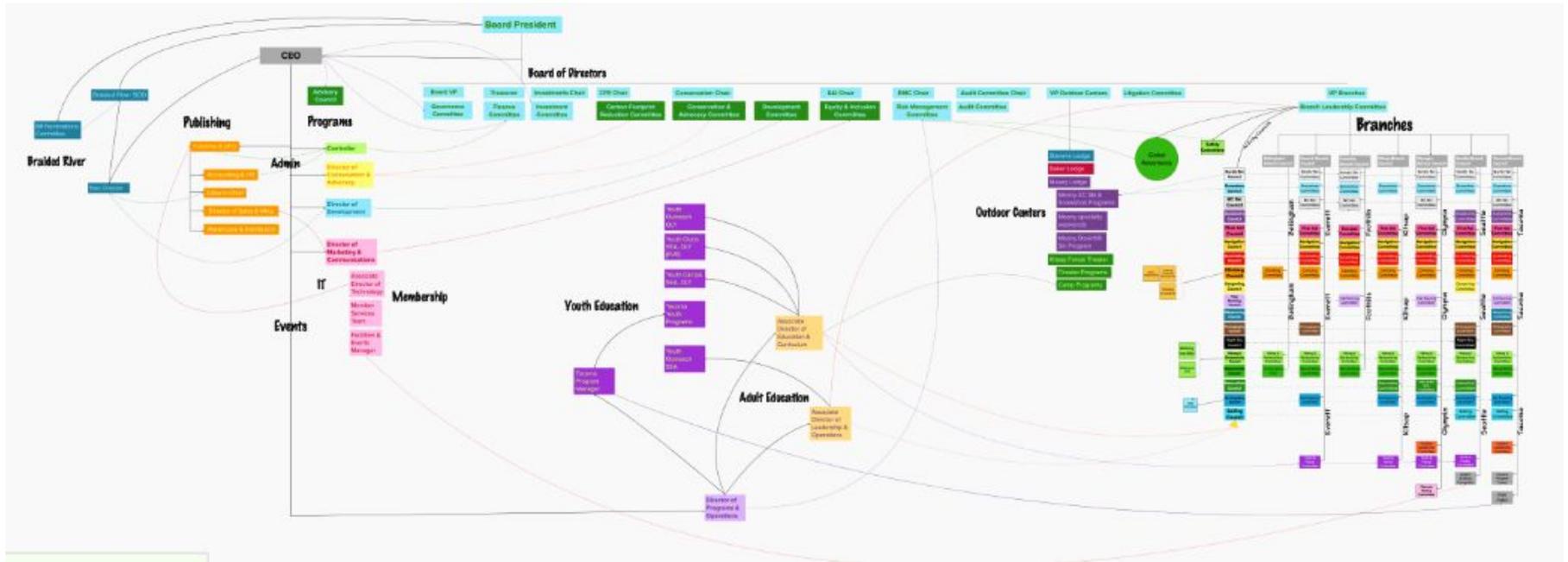
- Kristina Ciari (she/her), Membership & Communications Director
- Sara Ramsay (she/her), Associate Director of Leadership & Operations
- Tom Vogl (he/him), CEO



# Context



# The Mountaineers Org Chart



# The Mountaineers Vision 2022 Plan

## STRATEGIC PRIORITIES



### ADVENTURE

We are bold explorers—driven by imagination, outdoor challenge, and the spirit of discovery.



### EDUCATION

We share knowledge—empowering others to safely and responsibly pursue outdoor activities.

### VOLUNTEERISM

We foster connections—developing leaders who continue our legacy of outdoor education, integrity, and action.



### ADVOCACY

We protect the outdoor experience—wild places depend on our powerful voice for conservation and responsible access.



### COMMUNITY

We provide opportunities for all— a diverse and inclusive outdoors inspires unity, respect, and passion for the places we love.



# Vision 2022 Success Measures

<b>COMMUNITY</b>	A healthy, growing Mountaineers community that better reflects the demographics of the communities we serve and with strong relationships with partner organizations.
<b>VOLUNTEERS</b>	Satisfied volunteers and members who can easily grow their skills within The Mountaineers, no matter where they begin.
<b>YOUTH &amp; FAMILIES</b>	An increase in youth and family members, contributing to higher retention and longer lengths of membership.
<b>ADVOCACY</b>	An educated, active, advocacy-minded conservation community ready to spring to action when the opportunity arises.
<b>IMPACT ON PLANET</b>	A reduced impact on the planet to do our part and reflect our ethos as responsible recreationists.



# The Importance of Equity & Inclusion

- Our mission is to help ALL people explore, conserve, learn about, and enjoy the lands and waters of the PNW and beyond. We believe all people should have equal opportunities and access to engage with nature.
- Outdoor culture is a micro-community in the greater society, and everything that happens in the community at large impacts the people here.
- No one can escape their culture and identity by simply going outdoors.
- As demographics evolve, the future viability of The Mountaineers is at risk without action to become a community where all people feel belonging.
- Our focus is driven by member feedback surveys and the Vision 2022 planning process.
- We commit to recognizing our place of privilege and outdoor recreation as a leisure activity of affluent individuals and affluent communities.



# Our Approach

- **Values-driven:** Based in the core value of Community - We provide opportunities for all - a diverse and inclusive outdoors inspires unity, respect, and passion for the places we love.
- **Internally focused:** Focused on addressing the internal inequities keeping The Mountaineers from being a place where people from all backgrounds and life experiences can connect with the outdoors.
- **Realistic:** Incorporated into The Mountaineers core priorities and existing programs and staff responsibilities where possible (recognizing the volunteer-led nature of the organization and committees).
- **Systemic:** Applied with a multi-level, organization-wide, long-term lens.



# Equity & Inclusion Strategic Priorities

<b>COMMUNITY</b>	The communities in which we operate are better reflected in our membership; Member experiences are reflected in our core values.
<b>VOLUNTEERS</b>	The importance of E&I is understood by volunteers who are committed to and equipped for increasing transparency and equity.
<b>YOUTH &amp; FAMILIES</b>	Prioritize youth programming that incorporates equity and creates pathways to long-term access to the outdoors for participants and their families.
<b>ADVOCACY</b>	Fight for equity in legislation; position the outdoors as a place for all people to feel belonging.
<b>IMPACT ON PLANET</b>	Center equity in our response to the climate crisis.



# 2021 Recap

## Planned Projects

- Open Board Nominations Process
- Launch equitable, repeatable process for hiring staff across the org in FY21
- Offer DE&I trainings as part of Leadership Development Series
- Actively work to change the narrative of who belongs in the outdoors through communications channels and publications
- Update Equity & Inclusion Resources
- Complete 2020 Member survey results analysis
- Build & launch Leader Toolkit
- Improve youth staff and volunteer onboarding
- Rebuild and strengthen partner programs to serve broader youth community



# 2021 Recap - Planned Project Results

- Open Board Nominations Process  
→ **Most diverse Board cohort in Mounties history**

## RESULTS: 2021 BOARD OF DIRECTORS & BRANCH ELECTIONS

*Learn the results of our 2021 Board of Directors and Branch elections. Thank you to everyone who participated by voting and accepting a nomination as a candidate for the Board of Directors.*



**GABE AESCHLIMAN**  
Board Vice President  
and Governance  
Committee Chair  
October 30, 2021

0 Comments

### RECOMMENDED READING



We're pleased to present you with the outcome of the 2021 Board & Branch elections, and we're grateful to everyone who participated by voting and accepting a nomination. Your participation shows a deep commitment to the organization, and this year, we saw over 1,700 votes.

Certified by the Board Secretary, Roger Mellem, and the Governance Committee, the [proposed updates to The Mountaineers bylaws](#) were approved. The following Board of Directors At-Large candidates were elected for a 3-year term:

- ▶ Serene Chen
- ▶ Brynne Koscianski (re-elected)
- ▶ Takeo Kuraishi
- ▶ Alex Pratt
- ▶ Anita Wilkins



# 2021 Recap - Planned Project Results

- Launch equitable, repeatable process for hiring staff across the org in FY21 → **Robust, equity-center process completed, launched, and adopted. Hiring post-pandemic has just begun and we will be monitoring results bi-annually.**

My Drive > Employee Hiring & Onboarding Documents For Supervisors

Name	↑	
 Past Hiring Docs		n
 0. Employee Hiring & Onboarding Checklist For Supervisors	1	n
 1. Sample Job Description, PC		n
 2. Generic Hiring Matrix & Skill Competencies		B
 3. Application Received Confirmation Email		n
 4. Phone Interview Request Email		n
 5. Phone Interview Questions - Sample		n
 6. In Person Interview Request Email		n
 7. Sorry You Did Not Advance Email		n
 8. In Person Interview Questions		n
 9. Mountaineers Offer Letter Template		n
 10. Sample Onboarding Document		A



# 2021 Recap - Planned Project Results

- Offer DE&I trainings as part of Leadership Development Series → **Hosted 8 E&I trainings**

**LECTURE: INCLUSIVE LANGUAGE IN THE OUTDOORS**  
**Webinar 2: Inclusive Language in the Outdoors - Online Classroom**

*Webinar series on inclusive language with Bam Mendiola. Part two of a two-part series, however you can attend either parts if you are unable to participate in both. In this session, participants will learn about what to say (and not say) when you're not sure.*



**SEMINAR**

**These Are Not "Soft Skills"!  
Facilitating Emotional Safety: A Foundational Risk Management Skill - Online Classroom**

*Evening webinar on managing emotional safety with Steve Smith. This session will be online only.*



**SEMINAR**

**The Real DEI: Lessons Learned Around the Unity Blaze - Online Classroom**

*Evening webinar on DEI lessons learned with Steven Reinhold. This session will be online only.*



**COVID-19:** Learn about our most up-to-date guidance for



# 2021 Recap - Planned Project Results

- Actively work to change the narrative of who belongs in the outdoors through communications channels and publications → **Incorporated into magazine, blogs, social media, website, and video**



## INTRODUCING WOMEN OF COLOR WHO SUMMIT

*"I feel like the outdoors is such a great place to feel connected to the earth and your purpose and your life. I want to do everything I can to make my teammates and other women of color feel empowered and elevated. I want them to have opportunities that I have never had, even just a few years ago."*

 **KRISTINA CIARI**  
TURS!



 **The Mountaineers**  
Published by Hootsuite · 1h ·  

"My failed attempt to climb Mt. Hood came after a year and a half of diving headfirst into the world of outdoor adventures. My life up to that point had become a series of goals and checklists. I graduated from chiropractic school and moved to Portland in 2015 where I continued to work toward becoming an 'outdoorsy girl boss' that I saw on my social media feeds. I was setting goals, achieving them, and setting new ones."  
<https://bit.ly/3JnxfL>



OUTDOORRESEARCH.COM  
**Sizes and Summits: What Really Matters Outdoors?**  
How one cold night at 9,000 feet taught Outdoor Research Climbing A...



# 2021 Recap - Planned Project Results

- Update Equity & Inclusion Resources → **Completed, and continually reviewed and updated**

## TABLE OF CONTENTS

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- ▶ E&I Updates
- ▶ Start Here
- ▶ Justice, Equity, Diversity, and Inclusion
- ▶ Anti-Racism
- ▶ Community Health
- ▶ FAQ

## EQUITY & INCLUSION UPDATES

- ▶ Equity & Inclusion: 2021 Actions + Join the Committee - Apply Now
- ▶ E&I Town Hall: Learn About Our Strategy
- ▶ E&I Update: 2020 Actions + New Steering Committee Members
- ▶ Climbers of Color: A Partnership to Support Leaders of Color
- ▶ Speaking Up Regarding the Incident in Forks
- ▶ Equity & Inclusion Update: 2019 Year In Review
- ▶ Updates to My Profile Page: Pronouns & Optional Demographic Information
- ▶ Equity & Inclusion Working Sessions: Key Findings
- ▶ 2019: Meet Our Steering Committee
- ▶ Committee Charter, Working Group Sessions, & Resources

## START HERE

- ▶ What are pronouns? (2 min read)
- ▶ Trans 101: A Pocket Guide to Language for Inclusion (4 min downloadable guide)
- ▶ "What Is Intersectionality" (2 min video)
- ▶ Pronouns Matter Resource Guide
- ▶ Washington State Employees' LGBTQ+ Business Resource Group's document on pronouns
- ▶ Add pronouns to your Mountaineers Profile (5 min read)
- ▶ Merriam Webster Dictionary names 'they' as 2019 word of the year (1 min read)
- ▶ Seeing White podcast, Episode 13 (48 mins) and Episode 14 (44 mins)
  - ▶ The full season of Seeing White has also been condensed into a 1-hour episode.
- ▶ Anti-Racism Resources for White People (5 min read)
- ▶ 103 Things White People Can Do For Racial Justice (31 min read)
- ▶ Joint Statement on Climbing Route Names (2 min read)
- ▶ Fighting Racism in the Outdoors (2 min read)
- ▶ 3 Simple Steps to Get Started on Your Equity & Inclusion Journey (7 min read)



# 2021 Recap - Planned Project Results

- Build & launch Leader Toolkit → **In progress;** subcommittee launched with work identified and assigned

### E&I Leader Toolkit

Add/remove people AP BO Jd KV [15 icons] SW

#### Message Board

- Amanda is joining the team  
Hi everyone, Please join me to welcome
- SW April Meeting Notes/Proposal to Change Meeting Day
- SW Tues, April 5 meeting  
Hi all, Just a reminder about our meeting
- SW Notes from brief (rescheduled) March Meeting
- SW Leader Toolkit Help - March  
Hi folks, Just checking back in - sorry!
- SW Tues, March 1, 6PM Meeting

#### To-dos

✓

Make lists of work that needs to get done, assign items, set due dates, and discuss.

#### Docs & Files

- E and I Toolkit  
Step listing
- E and I Toolkit  
for  
listing.docx
- How to be an  
Effective  
Course Leader?
- Planning  
Meeting Notes  
E&I Leader...
- Before an  
Activity

#### Campfire

Chat casually with the group, ask random questions, and share stuff without ceremony.

#### Schedule

- SUN, MAY 1  
Monthly Meeting  
6:00pm - 8:00pm
- WED, JUN 1  
Monthly Meeting  
6:00pm - 8:00pm
- FRI, JUL 1  
Monthly Meeting  
6:00pm - 8:00pm

#### Automatic Check-ins

?

Create recurring questions so you don't have to pester your team about what's going on.



# 2021 Recap - Planned Project Results

## VOLUNTEER WITH YOUTH

- Improve youth staff and volunteer onboarding  
→ **In progress; staff refining instructor training and creating online training for volunteers; Continually reassessing new staff/volunteer training to improve E&I content.**



# 2021 Recap - Planned Project Results



- Rebuild and strengthen partner programs to serve broader youth community → **In progress; slow return of partners after pandemic. Planning to launch partner program surveys and Mountain Workshops newsletter in Summer 2022.**



# 2021 Recap

## Bonus work completed

- Analyzed scholarships data and revised application and criteria
- Launched new Mountaineers gear with inclusive sizing
- Created a new video featuring the broad diversity of our community
- Overhauled youth pages to make programs easier to find
- Implemented a lottery system for day camps to make access more equitable
- Expanded Gear Library to all members
- Recruited and onboarded five new E&I Committee members

## BORROW GEAR AND GET OUTSIDE WITH THE MOUNTAINEERS GEAR LIBRARY!

*The Mountaineers Gear Library is now open to all members. Learn what the Gear Library offers and how to use it. Then, gear up and get outside!*



**HANNAH TENNENT**  
Youth Outreach  
Coordinator  
February 19, 2021

0 Comments





# 2021 Recap

## What we're still working on

- Leader Toolkit
- Equity in the Outdoors training
- 2022 Member Survey result analysis & actions
- Organizational Land Acknowledgment statement
- Foundations of Leadership Training
- New Gear Library reservation system
- Emotional Safety in the Outdoors Course

## 2022 MEMBER & VOLUNTEER SURVEY RESULTS

*Every two years we conduct a member and volunteer survey in order to track changes in attitudes, perceptions, and values in our community over time. We use the responses to better understand needs and to learn where to allocate more resources. Find out what we learned in our 2022 survey.*



**KRISTINA CIARI  
TURSI**  
Membership &  
Communications  
Director  
March 23, 2022

0 Comments

### ALSO IN THE BLOG...

 **SEARCH**  
all blogs

In January 2022, we invited our members and volunteers to participate in our bi-annual community survey. We do this every two years to understand how perceptions and experiences change over time, and to identify areas of need and allocate resources accordingly.

We first launched this survey in 2011, and have since reported on our findings from 2014, 2016, 2018, and 2020. We compare new responses with past survey data to track patterns and to identify opportunities to improve. We use your responses to help understand the needs of our community and to learn where we need to allocate more resources. Based on your feedback in the last five years, we've launched [Alpine Ambassadors](#), the [Leadership Development Series](#), our [Public Lands 101 eLearning course](#), our [Equity & Inclusion work](#), and more.



# Q&A

Use the 'raise hand' feature to ask your question

## **Reminder of our courageous space:**

- Stay engaged
- Expect to experience discomfort
- Speak your truth
- Expect and accept a lack of closure



# 2022 Focus Areas

**1) Embed Equity & Inclusion into The Mountaineers strategic plan refresh**

**2) Keep momentum on key priorities:**

- Pathways to volunteering
- Leader toolkit
- Spreading the E&I message
- Scholarships process - next stage review
- Youth & Families
- 2022 Member survey analysis & resulting actions



# How We're Embedding E&I Throughout

- E&I committee members are represented on the Advisory Council, Board of Directors, and Strategic Steering Committee.
- Once working groups are defined - we will ensure E&I committee members are involved.
- Additional involvement will evolve alongside the planning process.





# THE MOUNTAINEERS STRATEGIC PLAN PLANNING TIMELINE + MILESTONES

	OCT - DEC	JAN - MAR	APR - JUN	JUL - SEP	OCT - DEC	JAN - MAR
FUNDRAISING		 <b>EXPERT INTERVIEWS</b>  <b>DONOR ENGAGEMENT</b>	 <b>APR 2: GALA</b>  <b>5/13 ADVISORY COUNCIL</b>	 <b>DONOR ENGAGEMENT</b>  <b>EVENING OF ADVOCACY</b>	 <b>10/26 ADVISORY COUNCIL</b>  <b>DONOR ENGAGEMENT</b>	 <b>DONOR ENGAGEMENT</b>
LEADERSHIP	 <b>10/29 ADVISORY COUNCIL VISIONING</b>  <b>10/21 BOARD MEETING PREVIEW</b>  <b>11/13 BOARD RETREAT STRATEGIC CLARITY</b>	 <b>1/20 BOARD MEETING PLAN UPDATE</b>  <b>3/5 BOARD RETREAT STRATEGY DRAFT</b>	 <b>5/19 BOARD MEETING</b>	 <b>8/18 BOARD MEETING</b>	 <b>10/20 BOARD MEETING</b>  <b>11/11 BOARD RETREAT IMPLEMENTATION PLAN WORKING SESSION</b>	 <b>1/19 BOARD MEETING</b>  <b>MAR - BOARD RETREAT IMPLEMENTATION PLAN DRAFT REVIEW</b>
ENGAGEMENT	 <b>STAFF ENGAGEMENT</b>	 <b>STEERING COMMITTEE</b>	 <b>STEERING COMMITTEE</b>	 <b>STEERING COMMITTEE</b>  <b>WORKING GROUPS</b>  <b>SEP-MEMBER ENGAGEMENT ANNUAL MEETING</b>	 <b>STEERING COMMITTEE</b>  <b>WORKING GROUPS</b>  <b>STAFF ENGAGEMENT</b>	 <b>STEERING COMMITTEE</b>  <b>WORKING GROUPS</b>
DELIVERABLES		 <b>MEMBER SURVEY</b>  <b>STRATEGIC VISION DRAFT</b>		 <b>STRATEGY FINAL</b>	 <b>FY23 BUDGET</b>  <b>IMPLEMENTATION PLANS DRAFT</b>	 <b>IMPLEMENTATION PLANS DRAFT REVISION</b>

# 2022 Focuses

**1) Embedding Equity & Inclusion into The Mountaineers strategic plan refresh**

**2) Keeping the momentum going on key priorities:**

- Pathways to volunteering
- Leader toolkit
- Spreading the E&I message
- Scholarships process - next stage review
- Youth & Families
- 2022 Member survey analysis & resulting actions



# Breakout Rooms

3 rooms - you get to choose which one you're most interested in joining!

Setup for each breakout:

- Overview & context
- Sample initiatives/frameworks for feedback & reactions
- Ideas & discussion
- Choose one member to feed back to the wider group!

Committee members will facilitate in each breakout room using live interactions + chats.



# Focus 1: Pathways to Volunteering

## The problem(s) we're trying to solve:

- Lowering the barrier to entry - the pathway from student to volunteer/leader is confusing and difficult to navigate.
- A persistent supply/demand mismatch for courses and activities and changing demographics of leaders and students.

## What we're working on:

- A flowchart/visual by skills, time commitment, and type of volunteering (operational vs. programmatic)
- Communications - updating the course graduation emails + adding one for 6 months after a course



# Focus 2: Leader Toolkit

## The problem(s) we're trying to solve:

- Our current leadership resources and training don't effectively synthesize equity & inclusion resources & content.
- Many of our leaders want to create more welcoming & inclusive spaces, but don't know how.

## What we're working on:

- Toolkits summarizing advice and resources aimed at helping Mountaineers leaders that seek to implement their activities through an equity & inclusion lens - split into things leaders can do before, during, and after an activity (a trip, a course, a meeting, etc.)



# Focus 3: Spreading the E&I Message

## The problem(s) we're trying to solve:

- It's hard to engage members & leaders in E&I work - 15k+ members and 200+ committees.
- Our E&I Working Group charter is unclear

## What we're working on:

- Determining best way to engage the E&I Working Group.
- How can we more broadly spread the importance of E&I for the future success of the organization in an engaging and inclusive way?
- How can we make our E&I messaging more relevant to all current and future Mountaineers members (e.g. people of all ages)?



# Breakout Rooms

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# Reflections



# Next steps & timelines

- E&I Committee will continue to report updates & progress on the overall strategy 2x per year
- Conservation & Advocacy Town Hall - April 27
- Board nominations will open in early summer

Give us your feedback, ideas, and get involved with the E&I Working Group!



**Thank you!**

