

Equity and Diversity Statement

Dear Youth Program Families,

Thank you for enrolling your child! We appreciate you entrusting us to provide a safe place for your children to have fun, take risks, and grow as young people.



**WILDERNESS
AWARENESS
SCHOOL**

We are on a learning journey regarding our role in raising awareness and implementing best practices regarding equity, diversity and inclusion. Challenges that arise at our programs and in our organization will be resolved to the best of our ability; we are committed to providing a responsive environment. We cannot promise to do this perfectly, but we are willing to engage and always continue learning.

We believe that all people deserve to be treated with dignity and respect.

We value respect for the whole human family in its wide diversity. This includes the uniqueness we bring into community as influenced by our nationality, ethnicity, gender identity, spirituality, sexual orientation, body shape or size, economic status, or physical ability. As we move towards widening the circle of accessibility in nature connection, we recognize that at this time, our programs do not accommodate all physical, emotional or cognitive needs.

Please note that equity and diversity topics will be addressed at our programs by instructors and directors as needed. Some possible examples:

- Program Agreements that emphasize treating people well in terms of our differences
- Using pronouns that are appropriate for someone's gender identity
- Storytelling that may have same-gender protagonists in a relationship
- Developmentally-appropriate response to racism, sexism, homophobia, transphobia, Islamophobia, etc. with individuals or groups as needed
- Normalize appropriate exploration and natural curiosity around these topics

Ecosystems, including humans, require diversity to thrive. We find that people learn best in environments where they have a sense of healthy safety and belonging.

Thank you,
Youth Program Staff
Wilderness Awareness School