

# Diversity, Equity, Inclusion Learning & Self-Assessment Resources

The Appalachian Mountain Club invites you to learn why it is paramount we all help make the outdoors welcoming for everyone





## Welcome!

AMC volunteers and staff created this diversity, equity, and inclusion (DEI) learning & self-assessment resources compilation to support your self-guided development around these topics. We realized early on that not only were we supporting outdoor leaders in their DEI journeys, but we were uncovering things about ourselves and developing a greater awareness and comfort with communicating on these subjects with people from different communities than our own. This is a key component of this work and we hope something similar occurs for you.

If you are looking to join an AMC community around this work, check for more information from your regional AMC Chapter or search the [AMC Activities Database](#) for DEI-related events.

This compilation is an intentional journey, from the topics to the resources chosen. We suggest you start from page one and guide yourself through each link from top to bottom. To give feedback, ask questions, or suggest new resources, please email [DEILearning@outdoors.org](mailto:DEILearning@outdoors.org).

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# Why Inclusion in the Outdoors is Important

Inclusion is the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded.



## Suggested Reading

**“My Story of Life and Leadership in the Outdoors”**

by Ryan Chao

**How Being LGBTQ Affected My AT Thru-Hike**

by Lucy Parks

**To Diversify the Outdoors, We Have to Think About Who We’re Excluding**

by Erin Berger

**Climbing Routes are Riddled with Racist and Misogynistic Names**

by Amanda Loudin

**“If the aim is to care and grow in relationship to nature, we must acknowledge and honor the Indigenous people that have been stewarding this land since the time immemorial. I try to learn the names of the traditional tribes of the land that I hike, it really changes my intention and experiences.”**

- Julissa Llosa, AMC Volunteer



# AMC's Code of Conduct

A set of rules outlining the norms, responsibilities, and proper practices of an individual party or organization.



**“Collaborating in this process has taught me as much about DEI as it has about myself and my own biases. Working with folks with different mindsets and backgrounds has been paramount in putting together a rich, extensive, and approachable guide.”**

- Leah Cotton, AMC Staff

## Suggested Reading

### Code of Conduct

Appalachian Mountain Club

### Bridging Differences Playbook

The Greater Good Science Center



# Culture of Communication

Being intentional about the way in which you share information, opinions, and behaviors with others.



## Suggested Reading

**Engaging in Kind Dialogue Across Differences**

by Joey Oteng

**Calling In: A Quick Guide on When and How**

by Sian Ferguson

**How to Get Over Your Fear of Giving Volunteer Feedback**

by Tobi Johnson

**“How to apply these articles to our AMC community”**

Appalachian Mountain Club

**“For me, DEI work is hard. It takes practice and conscious effort. I make mistakes. Through this I have learned so much. I am inspired by the conversations, stories, and grace of others. I am grateful to be part of this community.”**

- Bill Fogel, AMC Volunteer



# Unconscious Bias

Social stereotypes about certain groups of people that individuals form outside their own conscious awareness.



## Suggested Reading

### Test Yourself for Hidden Bias

Learning for Justice

### 'We Didn't Expect to See You:' Racism and Profiling on Katahdin

by Juan Michael Porter II

**“I think how we do DEI work is as important as the outcomes. It’s all connected. Thinking about process, who is at the table, and how collaboration gets done are some of the important elements that engage me the most.”**

- Eboni Cooper, AMC Staff



# Common Language DEI Reference Guide

Speech that puts people at the center; people-forward language.



## Suggested Reading

[A Common Diversity, Equity and Inclusion Language: Reference Guide](#)

Appalachian Mountain Club

[Inclusive Language Guide](#)

Colorado State University

**“By understanding the context in which people live their lives, and what difficulties they have faced historically and every day, I begin to understand how my everyday actions make it harder for them to share in the outdoors that I love.”**

- Jon Niehof, AMC Volunteer





# Allyship

A lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people.



**“I see doing Justice, Diversity, Equity & Inclusion work, for me includes making reparations payments, as a long-term life practice. As a queer, middle class, white woman, I seek to center and learn from the voices of those living at the furthest margins of our culture’s landscapes of power.”**

- Julie Rosier, AMC Volunteer

## Suggested Reading

**How To Be An Ally In The Outdoors**

by Danielle Williams

**Your Guide to Bystander Intervention**

Hollaback

**For Our White Friends Desiring to be Allies**

by Courtney Ariel

**So You Want to be an Ally**

by Julie Pagano