A New Table: Partnerships

February 12, 2020
Laurel Harkness
Executive Director, SORP

SORP is the voice for advancing the outdoor recreation profession.
SORP is the voice for advancing the outdoor recreation profession.

TODAY’S PRESENTERS

Chevon Powell
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Neli Jasuja
Program Manager, Young Women Empowered
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Today's Presentation

Background
Narratives
Old vs. New Partnerships
Call to Action
Q&A
WE DO NOT REPRESENT ALL THOUGHTS FOR ALL PEOPLE OF COLOR.
Definitions
Racial Equity Tools

**RACISM**
Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices. Racism is different from racial prejudice, hatred, or discrimination.

**GATEKEEPING**
Persons who work in institutions often function as gatekeepers to ensure that the institution perpetuates itself. By operating with anti-racist values and networking with those who share those values and maintaining accountability in the community, the gatekeeper becomes an agent of institutional transformation.
**Definitions**

**Avarna Group**

**DIVERSITY**
the differences between us based on which we experience systemic advantages or encounter systemic barriers to opportunities.

**EQUITY**
allocating resources to ensure everyone has access to the same resources & opportunities. Equity recognizes that advantages and barriers—the ‘isms’—exist. Equity is the approach & equality is the outcome.

**INCLUSION**
fostering a sense of belonging by centering, valuing, & amplifying the voices, perspectives & styles of those who experience more barriers based on their identities.

**JUSTICE**
is about dismantling barriers to resources and opportunities in society so that all individuals & communities can live a full & dignified life. These barriers are essentially the “isms” in society: racism, classism, sexism, etc.
70% of POC voters use public lands.
CHEVON
How many POC organizations do you currently partner with?
Did you initiate the relationship, inherit, or were approached?
Inclusion vs. Self Determination
Old Way

EXCLUSION

“Nothing about us without us.”

SAVIOR COMPLEX

“If you have come here to help me, you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together.”

–Lilla Watson, Indigenous Australian artist, activist, and academic

INTENTION VS. IMPACT

While positive intention is important, the impact can cause harm and must be considered.

BURDEN

The time and energy spent justifying and proving the value of your work can take resources from the work itself.
New Way

Don’t tokenize

Listen

Put your money where your mouth is

Listen
Call to Action

**DO THE WORK**
Educate yourself

**BECOME A POWERFUL ALLY**
Maybe you aren’t in a position of power but you’re able to advocate.

**ASK YOURSELF**
- What is your organization doing to address DEIJ and racism?
- Who are you actively listening to in the community?
- Who are you not hearing from and why?
- Who in your community is already doing the work?
- How are you supporting their work and agendas?
Resources

Racial Equity Tools
https://www.racialequitytools.org/home

Avarna Group
https://theavarnagroup.com

Resource Media
http://www.resource-media.org/multicultural-communications-best-practices/

The People’s Institute for Survival and Beyond (PISAB)
https://www.pisab.org

Diversify Outdoors
https://www.diversifyoutdoors.com/pledge

Outside Voices Podcast
https://www.outsidevoicespodcast.com

The Joy Trip Project
https://joytripproject.com

Resource Generation
https://resourcegeneration.org

National Survey of Voters of Color
QUESTIONS?

Type your question in the QUESTION pane in the Control Panel.

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UPCOMING SORP WEBINARS

Sustainable Recreation and Tourism on Public Lands

Speakers: Lee Cerveny, US Forest Service, Pacific Northwest Research Station
Monika Derrien, US Forest Service, Pacific Northwest Research Station
Anna Miller, Institute of Outdoor Recreation and Tourism at Utah State University

Date: March 11, 12 (mountain)
Outdoors for All: Advancing Stewardship, Equity & Wellness in Outdoor Recreation.
THANK YOU!

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