

# Anti-racism in the Outdoors:

## Resources related to justice, equity, diversity, and inclusion of Black, Indigenous and People of Color in parks and greenspaces

A resource guide for faculty, staff, students, extension educators, outdoor advocates, volunteers and community leaders as allies of Black, Indigenous, and People of Color in the outdoors.

Compiled by Don Rakow, Cornell University, [dr14@cornell.edu](mailto:dr14@cornell.edu), & Laura Brown, City of New Haven [lebrown@newhavenct.org](mailto:lebrown@newhavenct.org). Feedback, curation support, and suggestions are welcome! Updated 8/7/22

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The history and impact of racial disparities in parks and greenspaces has typically received little attention in American public life. Increases in greenspace use as a result of the COVID-19 pandemic as well as the widely publicized racial confrontation of

Amy and Christian Cooper in Central Park in New York City<sup>1,2</sup> have brought increased attention to who has access to and ultimately uses these resources. In many areas, people of color are less likely to use greenspace amenities even when they have geographic access.<sup>3,4,5</sup> These inequities are the result of complex social and economic factors that include explicit racism and segregation. As an example, Central Park, the first urban park in America, was envisioned and largely driven by powerful white businessmen for the benefit of white elites, and its construction involved eviction of a community of African American and immigrant residents.<sup>6,7</sup> Further, cities like Denver<sup>8</sup> and Minneapolis<sup>9</sup> have found that inequities in park access could be traced to discriminatory policy measures such as exclusionary zoning, and disparities in funding for these amenities between white communities and communities of color.<sup>10</sup> We believe that understanding the history and impacts of racism in the parks and greenspaces in our communities can only serve to improve the positive benefits of green spaces to all people. With this goal in mind, this list is intended to serve as an information resource for faculty, staff, students, extension educators, outdoor advocates, volunteers and community leaders as allies of black, indigenous, and people of color in the outdoors. Opinion

<sup>1</sup> Nir, S. M. (2020, June 14). How 2 Lives Collided in Central Park, Rattling the Nation. The New York Times. <https://www.nytimes.com/2020/06/14/nyregion/central-park-amy-cooper-christian-racism.html>

<sup>2</sup> Green, A. (2020, May 26). Millions of Amy Coopers. The Cut. <https://www.thecut.com/2020/05/why-amy-cooper-called-the-cops.html>

<sup>3</sup> Mock, B. For African Americans, Park Access is About More than Just Proximity: A new study shows that the legacy of racial discrimination still looms heavily. A Legacy of Racism in America's Parks. (2016, June 2).

<https://www.bloomberg.com/news/articles/2016-06-02/a-legacy-of-racism-in-america-s-parks>

<sup>4</sup> Mock, B. Want to attract a new generation to the national parks? Find a few new rangers. (2014, March 28). Grist.

<https://grist.org/climate-energy/want-to-attract-a-new-generation-to-the-national-parks-find-a-few-new-rangers/>

<sup>5</sup> Hurst, N. Racist History, Lack of Park-Going Culture Among Reasons for African Americans' Under-Representation at National, State Parks | News Bureau, University of Missouri. (June 1, 2016). Retrieved July 30, 2020, from

<https://munewsarchives.missouri.edu/news-releases/2016/0601-racist-history-lack-of-park-going-culture-among-reasons-for-african-americans-under-representation-at-national-state-parks/>

<sup>6</sup> Jan 18, C. P. C., & 2018. (2018, June 11). *The Story of Seneca Village*. Central Park Conservancy.

<https://www.centralparknyc.org/blog/seneca-village>

<sup>7</sup> Kanjae, J.L. Public Space, Park Space, and Racialized Space. (2020, January, 27). Retrieved July 30, 2020, from

<https://www.pps.org/article/public-space-park-space-and-racialized-space>

<sup>8</sup> Forrest, S. (2018, August 31). Study: Denver's inequities in park access traced to segregation, funding policies. Retrieved July 30, 2020, from

<https://news.illinois.edu/view/6367/689109>

<sup>9</sup> Campbell, A. F. (2016, September 29). Inequality in American Public Parks. The Atlantic.

<https://www.theatlantic.com/business/archive/2016/09/inequality-in-american-public-parks/502238/>

<sup>10</sup> Moore, S. Park Inequities Are Symptoms of a Bigger Problem | Healthy Places by Design. (2019, August 9). Retrieved July 30, 2020, from

<https://healthyplacesbydesign.org/park-inequities-are-symptoms-of-a-bigger-problem/>

pieces may not necessarily represent the official position of University partners compiling this document.

## **ORGANIZATIONS**

National organizations advocating for black, indigenous, and people of color in the outdoors. Find more at the Diversity Outdoors Coalition <https://www.diversifyoutdoors.com/>

- **Americas for Conservation + the Arts**- Their flagship program of Promotores Verdes is centered in giving low-income and underrepresented populations (mostly people of color) access to public lands and cultural institutions and assisting agencies and institutions in attaining their diversity and inclusion goals via collaboration or partnership with AFC+A. Promotores Verdes curriculum is anchored in the interdependence of personal/public health and a healthy environment through guided outdoor recreation and environmental literacy and interpretation.  
[www.afcanatura.org](http://www.afcanatura.org)
- **Newly Added Center for Diversity & the Environment** - We harness the power of racial & ethnic diversity to transform the U.S. environmental movement by developing leaders, catalyzing change within institutions, and building alliances. <https://www.cdeinspires.org/>
- **Children & Nature Network** is leading a global movement to increase equitable access to nature so that children— and natural places—can thrive. We do this by investing in leadership and communities through sharing evidence-based resources, scaling innovative solutions and driving policy change.  
[www.childrenandnature.org](http://www.childrenandnature.org) **Youth Outdoor Equity Leadership grant program:** supports young leaders working to improve equitable access to nature and the well-being of children, youth and families.
- **Black Adventuristas**- Black Adventuristas is a platform created to inspire Black women to conquer their fears, pursue their dreams, and fully experience the adventure that is life. Whether it is tackling an epic bucket list, quitting a "good" job to pursue a non-traditional career, trying a daring new hair or lipstick color, or simply dining alone for the first time, all adventures are worthwhile. No adventure is too small and surely no adventure is too big. Everyone is different, therefore everyone's definition of adventure is different. What's yours? <https://www.blackadventuristas.com/>
- **Black Girls Run** Black Girls RUN! wants to encourage African-American women to make fitness and healthy living a priority. According to the Centers for Disease Control, 80% of African-American women are overweight. BGR! wants to create a movement to lower that percentage and subsequently, lower the number of women with chronic diseases associated with an unhealthy diet and sedentary lifestyle.  
<https://blackgirlsrn.com/>
- **Black Botanists Week** First organized in 2020 to promote, encourage, create a safe space for, and find more Black people (and BIPOC) who love plants. #blackbotanistsweek <https://blackbotanistsweek.weebly.com/about.html>

- **[Brown Folks Fishing](https://www.brownfolksfishing.com/)** Brown Folks Fishing cultivates community for people of color in fishing and its industry through a lens of equity, justice, and inclusion. BFF is a space to build together and a movement to expand access. We work at the intersection of race, media, and fishing as a gateway to conservation. Our movement is led by a team of anglers of color whose professional backgrounds include: strategic marketing, PR and communications, photography, documentary, outdoors industry, wilderness guides, education, culinary arts, visual and digital art, and conservation. Ambassadors lead initiatives at local and national levels. <https://www.brownfolksfishing.com/>
- **[Black Girls Surf](http://blackgirlssurf.com/)** -Black Girls Surf supports girls/women whose career goals are competing in the professional surfing. Through fundraising efforts we have been able to send athletes to compete and train with professionals to ensure that they are prepared. Under BGS, participants will have an opportunity to train with world-class surfing professionals.) <http://blackgirlssurf.com/>
- **[Color in the Outdoors](https://www.colorintheoutdoors.com/)** Want to learn more about the world around you? Interested in getting outside with other people of color? Come join us. Whether it's your first time, or your hundredth, we'd love to have you out with us. <https://www.colorintheoutdoors.com/>
- **[The Doris Duke Conservation Scholars Program Collaborative](https://ddcsp-collaborative.org/)** is a two-year experiential conservation training program for undergraduates who are interested in careers in conservation and in promoting diversity, equity, and inclusion in the field. Scholars take part in applied field research projects, professional internships, mentoring, and form strong professional networks. <https://ddcsp-collaborative.org/>
- **[DiversifyOutdoors](#)** We are a coalition of social media influencers – bloggers, athletes, activists, and entrepreneurs – who share the goal of promoting diversity in outdoor spaces where people of color, LGBTQIA, and other diverse identities have historically been underrepresented. We are passionate about promoting equity and access to the outdoors for all, that includes being body positive and celebrating people of all skill levels and abilities. #DiversifyOutdoors
- **[Gateway to the Great Outdoors](https://www.gatewayoutdoors.org/)**  
Gateway to the Great Outdoors (GGO) was developed to provide low-income students across the US equitable access to a comprehensive nature-based education. By combining STEAM (science, technology, engineering, art, and math) instruction with outdoor learning, GGO enhances the quality of health, science literacy, and environmental stewardship for children who would otherwise be excluded from this transformative experience. GGO presents children an opportunity to see, hear, smell, taste, and touch a more fascinating world than the one to which they have grown accustomed. <https://www.gatewayoutdoors.org/>
- **[Get Out Stay Out/Vamos Afuera](http://vamosafuera.org/)** Grassroots, Central Coast nonprofit, that invites Indigenous Migrant youth to run, play, and discover themselves in the natural environment. Through equitable and culturally sensitive, outdoor programming GOSO believes the natural environment provides the perfect tools needed for youth to build self-confidence, develop leadership skills, and build community. <http://vamosafuera.org/>
- **[GirlTrek](#)**

GirlTrek is a national movement that activates thousands of Black women to be change makers in their lives and communities through walking. Walk through Black history together, celebrating powerful foremothers each day. Sign up for this walking challenge and each day, you will be sent info about an inspiring Black history story, a playlist, and a secret code to join a fun phone conversation with thousands of women during your solo walk.

<https://www.girltrek.org>

- **[Green Latinos](http://www.greenlatinos.org/)** GreenLatinos is a national non-profit organization that convenes a broad coalition of Latino leaders committed to addressing national, regional and local environmental, natural resources and conservation issues that significantly affect the health and welfare of the Latino community in the United States. <http://www.greenlatinos.org/>
- **[Green Muslims](https://www.greenmuslims.org/)**  
Green Muslims serve as a source in the Muslim community for spiritually-inspired environmental education, action, and reflection. They engage locally through presentations and outdoor classes and activities while serving as a national resource for information about Islam and the environment. By hosting outdoor educational programs, including the grant-funded “Our Deen (faith) is Green!” youth program, and providing speakers and teachers for Muslim communities and organizations, Green Muslims addresses a lack of knowledge of and engagement in environmental issues within the Muslim community and lack of Muslim representation in environmental work, as well as the need for outdoor experiences linked to the Islamic faith.  
<https://www.greenmuslims.org/>
- **[Greening Youth Foundation](https://gyfoundation.org/)** To engage under-represented youth and young adults, while connecting them to the outdoors and careers in conservation. GYF’s cultural based environmental education programming engages children from local communities and exposes them to healthy lifestyle choices in order to create an overall healthy community. <https://gyfoundation.org/>
- **[Groundwork USA](https://groundworkusa.org/)**  
Groundwork USA is the only network of local organizations devoted to transforming the natural and built environment of low-resource communities to advance health, equity, and resilience. Groundwork USA provides a national model, informed by best practices and research. Groundwork Trusts tailor the approach to the unique needs of small- to medium-sized cities, neighborhoods, and rural communities across the US, working with local residents, government officials, and business owners.  
<https://groundworkusa.org/>
- **[Hispanic Access Foundation](#)** HAF connects Latinos and others with partners and opportunities to improve lives and create an equitable society. One day, every Latino individual in America will enjoy good physical health and a healthy natural environment, a high-quality education, economic success and civic engagement in his or her community with the sum of improving the future of America.

- **[Indigenous Women Hike](https://www.facebook.com/indigenouswomenhike/)** We are a collective of Indigenous women reconnecting with our ancestral homelands.  
<https://www.facebook.com/indigenouswomenhike/>
- **[Latino Outdoors](https://latinooutdoors.org/)** We inspire, connect, and engage Latino communities in the outdoors and embrace cultura y familia as part of the outdoor narrative, ensuring our history, heritage, and leadership are valued and represented. Latino Outdoors is a unique national Latinx-led organization, working to create and support a network of ambicultural leaders in the outdoor, conservation, and nature movement. As part of this work, we are focused on expanding the Latinx experience in the outdoors and providing greater opportunities for leadership, mentorship, and professional development. We also support a platform for storytelling where participants can share cultural connections and narratives that are often overlooked by the mainstream environmental movement. Together, we are creating a space to be present, share our voices, and showcase how conservation has been woven into Latino culture for generations. At Latino Outdoors, we work with many families and individuals who are starting to engage in outdoor recreation and enjoy its associated health benefits.  
<https://latinooutdoors.org/>
- **Newly Added [KWEENWERK Kween werK](https://www.kweenwerk.com/)** is bringing people together in the fight for Justice and Equity. Using Social Media as a tool this Social Justice Activist is part Diva, Artist and Educator. Become a part of the hive and support her werk. Like. Follow. Join. Learn more [HERE](https://www.kweenwerk.com/). <https://www.kweenwerk.com/>
- **[LATINXHikers](https://www.instagram.com/latinxhikers/)** LatinXhikers is a community dedicated to promoting diversity, equity, and inclusion in the outdoors through digital story-telling and community outreach. What began as an online platform in August 2017 to inspire more people of color to go outdoors has evolved into an ever-growing movement.  
<https://www.instagram.com/latinxhikers/>
- **[Native Women's Wilderness](https://www.nativewomenswilderness.org/)** - To inspire and raise the voices of Native Women in the Outdoor Realm. To encourage a healthy lifestyle grounded in the Wilderness. To educate Natives and non-Natives on the rich beauty and heritage of the Ancestral Lands beneath our feet.  
<https://www.nativewomenswilderness.org/>
- **[MANRRS-Minorities in Agriculture, Natural Resources and Related Sciences](https://www.manrrs.org/)** - Our Mission at MANRRS is to promote academic and professional advancement by empowering minorities in agriculture, natural resources, and related sciences. We the members of this society pledge to support endeavors that will always foster and promote the agricultural sciences and related fields in a positive manner among ethnic minorities. We also pledge to initiate and participate in activities and programs that will ensure that ethnic minorities will also be involved in and associated with the agricultural sciences and related fields. We pledge to work for the inclusion, achievement, and advancement of all people in the agricultural sciences. <https://www.manrrs.org/>
- **[Melanin Base Camp](https://www.melaninbasecamp.com/)** - Our goal is to increase the visibility of outdoorsy black, indigenous, people of color, to increase our representation in the media, advertising and in the stories we tell ourselves about the Outdoors. Whether you bike, climb, hike, or paddle, Melanin Base Camp is your own home too. Join us as we work together to increase representation and opportunities for people of color in outdoor adventure sports. Along the way we won't shy away from sensitive topics (race and gender) but we'll do so in a way that creates a safe space for people with marginalized identities. Join the movement and help us [#diversifyoutdoors!](https://www.melaninbasecamp.com/)  
<https://www.melaninbasecamp.com/>

- **National Association of Black Geoscientists**: The NABGG was organized to: - Inform students of career opportunities that exist in the field of Geosciences - Encourage them to take advantage of scholarship programs, grant, loans, etc., that are established for minority students. - Give financial support to students pursuing degrees in Geology and Geophysics. - Follow the educational careers of the scholarship recipients.  
<https://www.americangeosciences.org/society/national-association-black-geoscientists>
- **Outdoor Afro** is a national non-profit organization with leadership networks around the country. It has become the nation's leading, cutting edge network that celebrates and inspires Black connections and leadership in nature. Outdoor Afro is at the forefront of helping more people, particularly Black people, equitably reconnect with the natural world through Outdoor Recreation. We activate networks in nearly 30 states, led by trained volunteer leaders who facilitate activities such as hiking, biking, camping, environmental education, conservation stewardship, and more. <https://outdoorafro.com/>
- **Outdoor Alliance for Kids** - The Outdoor Alliance for Kids (OAK) is a national strategic partnership of organizations from diverse sectors with a common interest in connecting children, youth and families with the outdoors. OAK's members are brought together by the belief that the wellness of current and future generations, the health of our planet and communities and the economy of the future depend on humans having a personal, direct and life-long relationship with nature and the outdoors.  
<https://outdoorsallianceforkids.org/>
- **Newly Added Outdoors Empowered Network** is a national network of community-led, youth-centered outdoor education groups that are dedicated to increasing access and diversity in the outdoors through gear libraries and outdoor leadership training. <https://www.outdoorsempowered.org/>
- **PGM One** - PGM ONE envisions a world that centers, values, uplifts, and empowers those who are most impacted by environmental harm and climate change—and in particular black, indigenous, and people of color/of the global majority—to lead the way toward environmental justice and collective liberation. PGM ONE attempts to model this vision by creating an intentional space for black, indigenous, and people of color/the global majority who participate in US-based movements for environmental education, access, and justice; land sovereignty; conservation; climate justice; food justice; and others.
- **Park Rx America** is a non-profit organization whose mission is to decrease the burden of chronic disease, increase health and happiness, and foster environmental stewardship, by virtue of prescribing Nature during the routine delivery of healthcare by a diverse group of health care professionals.  
<https://parkrxamerica.org/>
- **Newly Added Prevention Institute People, Parks, and Power**: A National Initiative for Green Space, Health Equity, and Racial Justice People, Parks, and Power (P3) is a joint effort of the Robert Wood Johnson Foundation(link is external) and the Doris Duke Charitable Foundation(link is external), led and managed by Prevention Institute. P3 will support community-based organizations and base-building groups working in urban, low-income communities of color across the United States to increase park equity through local policy and systems change. <https://preventioninstitute.org/projects/people-parks-and-power>
- **Society for Advancement of Chicanos/Hispanics and Native Americans in Science** (SACNAS) – is an inclusive organization dedicated to fostering the success of Chicanos/Hispanics and Native Americans, from college

students to professionals, in attaining advanced degrees, careers, and positions of leadership in STEM.

<https://www.sacnas.org/>

- **[Soul Trak](#)** - Soul Trak Outdoors is a D.C. based nonprofit organization that connects communities of color to outdoor spaces while also building a coalition of diverse outdoor leaders. We run a variety of programming to serve hands-on, experiential programming. Our mission is threefold: Connecting communities of color to one another using natural spaces and recreational outlets as unifying mechanisms. Engage minorities to develop a representative community in the outdoors that reflects our nation. Facilitate educational and skill based instruction to expand understanding and interest for public lands. <https://soultrak.com>
- **[Solidarity Project](#)** -We are passionate about building a better, stronger, more diverse outdoor industry. We work closely with industry partners to sign The Outdoor CEO Diversity Pledge and to facilitate and lead DEI-focused consulting projects and speaking engagements. <https://www.insolidarityproject.com/>
- **[Student Conservation Association](#)** (SCA): Fostering an ethic of conservation and stewardship among younger generations is a critical mission of the SCA – and that mission must include people from all backgrounds. The SCA is focused on both open programming to a more diverse population and bringing conservation opportunities to underserved communities. [www.thesca.org](http://www.thesca.org)

The **NPS Academy** is an innovative, experiential learning program designed to introduce undergraduate and graduate students to career opportunities with the National Park Service. The program, which is particularly geared to students who self-identify as being from diverse racial and ethnic backgrounds, is allied with the National Park Service’s stated goal of “recruiting and retaining a workforce that reflects the diversity of the nation.”

The **Urban Tree House Program** provides free environmental education programs for K-12 urban youth in cities. Through hands-on conservation projects, participating youth have an opportunity to establish a relationship with the environment and have fun at the same time.

**Community Crews** offer inner-city youth – who for economic or family reasons may not be able to spend several weeks in a national park – a practical chance to restore parks, waterfronts, and landscapes right in their own neighborhoods.

**Career Discovery Internship Program** (CDIP), in conjunction with U.S. Fish and Wildlife Service, works with minority college students to place them in SCA internships and on an eventual career path.

- **[Tank Proof](#)** We are Tankproof, a nonprofit that gives youth in under-served communities education and essentials to navigate life’s currents. From providing quality swim instruction to feeding hundreds on our neighborhood food routes, we have had the opportunity to impact multiple cities, and will continue to expand to others. Our goal is to provide access, equity, and opportunity through our swimming lessons to make communities safer and even save lives <https://www.tankproof.org/> .
- **[The Lady Alliance](#)** We believe that becoming and loving yourself is life's greatest adventure. Whether you’re seeking personal growth or healing, lacing up your first pair of hiking shoes, interested in environmental initiatives, or tackling your 100th summit, The Lady Alliance will be there to help you along the way. From podcasts to online events, in-person events to weekend retreats, and online courses to global yoga retreats, we have you covered! If you see yourself as a womxn, this is your community. Let's adventure together. <https://theladyalliance.com/>

- [The Urban Studio](#) - Expanding how students of color are educated and engaged around design. The mission of the Urban Studio is “to advance design thinking for equitable + sustainable urbanism.” As designers of color working in communities of color, our goal is simple, to green cities for all people.
- [Vibe Tribe Adventures](#) (VTA) (formally known as Black Girls Hike) is a global adventure company that was created to encourage Black women to explore the great outdoors, practice conservation of our planet, educate on health and wellness and to inspire one another to be authentically who we are naturally.  
<https://www.vibetribeadventures.org/>
- [Youth Outside](#) builds organizational capacity and develops future leaders through the following three programs:
  - The Outdoor Educators Institute**, a four month-long professional and workforce development program for young adults from communities historically underrepresented in the outdoors narrative;
  - The Rising Leaders Fellowship**, which supports the professional development of diverse individuals in entry- to mid-level positions within youth-serving outdoor programs; and
  - The Cultural Relevancy Series**, a set of comprehensive workshops, paired with coaching, for organizations to strengthen their understanding and practice of cultural relevancy as it pertains to the outdoor field. <https://youthoutside.org/>
- [We Color Outside](#) - Color Outside helps women of color harness the power of the outdoors to create the JOY-filled, balanced lives they crave through coaching, workshops, & one-of-a-kind retreats.  
<https://coloroutside.org/>
- [Wild Diversity](#) - Wild Diversity helps to create a personal connection to the outdoors for Black, Indigenous, all People of Color (BIPOC) & the LGBTQ+ communities, through outdoor adventures and education.  
<https://wilddiversity.com/>



## **PRESENTATION, PODCASTS & DOCUMENTATION PROJECTS**

*(opinion pieces may not necessarily represent the official position of University partners compiling this document)*

### **Presentations**

- Rooting Out Structural Racism in American Agriculture. Vermont Law School. (September 3, 2020) <https://www.youtube.com/watch?v=HgEzUcU1Q-8>
- **Newly Added** Belonging: The Black Americans in Nature Photography Project. Belonging seeks to address the near invisibility of Black Americans in nature photos and publications. Contains 72 Downloadable photos. <https://www.flickr.com/photos/158514435@N04/albums/72177720298263092>
- Better Bike Share. Silent barriers to bicycling, Exploring Black and Latino Bicycling experiences. (Feb 15, 2017). <http://betterbikeshare.org/2017/02/15/silent-barriers-bicycling-part-exploring-black-latino-bicycling-experiences/>
  - [Exploring Black and Latino Experiences](#)
  - [Fear of Crime Among Blacks and Latinos](#)
  - [Racial Profiling and the Black and Latino Community](#)
  - [Infrastructure in Black and Latino Neighborhoods](#)
- Blackness in the American Outdoors. Webinar. July 1, 2020. Heartlands Center for the Arts. [https://www.youtube.com/watch?v=fBkCr7Yf\\_rU&feature=youtu.be](https://www.youtube.com/watch?v=fBkCr7Yf_rU&feature=youtu.be)
- Blow, C. November, 25, 2019. *Designing Value: What does it mean to design with equity in mind?* Keynote Address. 2019 Northeast Multimodal Summit. Accessed online at <http://ct-n.com/ctnplayer.asp?odID=16912&jump=0:36:36>
- Price, Akima. (March 13, 2021). Taking Nature Black Conference. Keynote Presentation. “Inclusive, Purposeful, and Transformative Park Engagement” <https://www.youtube.com/watch?v=03dO-dt1TpE>
- Society of Outdoor Recreation Professionals. Webinar. (May 27, 2020). Unequal access to outdoor recreation - effects from COVID-19. Retrieved from <https://www.recpro.org/webinars>

### **Podcasts & Documentation Projects**

- **The Amber Ruffin Show.** (2021, June 25). Beyond Tulsa: The Secret History of Flooding Black Towns to Make Lakes | The Amber Ruffin Show. <https://www.youtube.com/watch?v=l3D4hSQcWbk>
- **Outside Voices Podcast** <https://www.outsidevoicespodcast.com/about> Outside Voices Podcast is a podcast featuring personal stories from Black, Indigenous and People of Color (BIPOC), people with disabilities, LGBTQIA+ folks and others who redefine “outdoorsy”. We’re co-creating stories with outdoor enthusiasts, educators, storytellers, activists, social media influencers, artists and more.

- **HBCUs Outside Our Story** (*Historically Black Colleges and Universities*) *Our Story*. When HBCUs Outside started, we broke stereotypes and inspired underrepresented collegiate youth to get outside for general wellness and to care for our public lands simply by existing in those spaces and sharing our stories." <https://www.hbcusoutside.com/ourstory>
- **Unlikely Hikers** - Unlikely Hikers is a diverse, anti-racist, body-liberating outdoor community featuring the underrepresented outdoorsperson. We're an Instagram community, a nationwide hiking group and a podcast! The outdoor industry and media has, for too long, displayed a very narrow definition of who is "outdoorsy" that isn't representative of most of us. We are people of size, Black, Indigenous, People of Color, queer, trans and non-binary. We are people with disabilities and people who utilize the outdoors to aid our mental health. We talk about access, politics and conservation while we honor the land and its Indigenous stewards. We don't conflate these experiences, we explore and build community at their intersections. We all have a story! If you see yourself as an Unlikely Hiker, then you are. <https://jennybruso.com/>
- **Walk with Me** - A podcast series from the Connecticut Trail Census' "On the Trail" podcast focused on the voices of people of color in the outdoors in Connecticut. <https://uconnextension.podbean.com/>
- **The Joy Trip Project** - The Joy Trip Project is a newsgathering and reporting organization that covers outdoor recreation, environmental conservation, acts of charitable giving and practices of sustainable living. <https://joytripproject.com/about-joy-trip-project/>
- **YAP!** is a partnership program between the National Park Service and Third Eye Unlimited Youth Empowerment where teens communicate national park themes through hip-hop culture and social media outreach. This includes creating music and videos about local, regional, and national park themes, and sharing them via numerous social media sites. [https://www.youtube.com/watch?v=1\\_9sKISRBRc&feature=youtu.be](https://www.youtube.com/watch?v=1_9sKISRBRc&feature=youtu.be)
- **BOMB's Oral History Project** is dedicated to collecting, developing and preserving the stories of distinguished visual artists of the African Diaspora. <https://bombmagazine.org/series/oral-history/>

## **AFFINITY GROUPS & RESOURCE LISTS**

### **Affinity Groups/Social Networking**

See lists below for more comprehensive lists of thought leaders/hashtags

- **BrownGirlsClimb** <https://www.browngirlsclimb.com/>
- **Brown People Camping** <https://brownpeoplecamping.tumblr.com/>
- **#BlackAFinSTEM** [blackafinstem@gmail.com](mailto:blackafinstem@gmail.com) Sponsored 'Black Birders Week 2020' and encourage young people of color to pursue careers in STEM (science, technology, engineering, math).
- **#blackbotanistsweek** **Black Botanists Week** First organized in 2020 to promote, encourage, create a safe space for, and find more Black people (and BIPOC) who love plants. #blackbotanistsweek <https://blackbotanistsweek.weebly.com/about.html>
- **Newly Added** **Color in the Outdoors** Want to learn more about the world around you? Interested in getting outside with other people of color? Come join us. Whether it's your first time, or your hundredth, we'd love to have you out with us. <https://www.colorintheoutdoors.com/>
- **#DiversifyOutdoors** We are a **coalition of social media influencers** – bloggers, athletes, activists, and entrepreneurs – who share the goal of promoting diversity in outdoor spaces where people of color, LGBTQIA, and other diverse identities have historically been underrepresented. We are passionate about promoting equity and access to the outdoors for all, that includes being body positive and celebrating people of all skill levels and abilities.
- **Ebony Anglers** Ebony Anglers is a Black competitive women's fishing team. We are five professional Black women who embrace the sport of competitive fishing while balancing family, motherhood, and business. <https://www.ebonyanglers.com/>
- **Green Latinos** <http://www.greenlatinos.org/> GreenLatinos is a national non-profit organization that convenes a broad coalition of Latino leaders committed to addressing national, regional and local environmental, natural resources and conservation issues that significantly affect the health and welfare of the Latino community in the United States.
- **KEWWNWERK** **Kween werK** is bringing people together in the fight for Justice and Equity. Using Social Media as a tool this Social Justice Activist is part Diva, Artist and Educator. Become a part of the hive and support her werk. Like. Follow. Join. Learn more **HERE**. <https://www.kweenwerk.com/>
- **LATINXHIKERS** LatinXhikers is a community dedicated to promoting diversity, equity, and inclusion in the outdoors through digital story-telling and community outreach. What began as an online platform in August 2017 to inspire more people of color to go outdoors has evolved into an ever-growing movement. <https://www.instagram.com/latinxhikers/>
- **Melanin Base Camp**. Melanin Base Camp. <https://www.melaninbasecamp.com>
- **Newly Added** **Outdoors Empowered Network** is a national network of community-led, youth-centered outdoor education groups that are dedicated to increasing access and diversity in the outdoors through gear libraries and outdoor leadership training. <https://www.outdoorsempowered.org/>
- **Intersectional Environmentalist** - <https://www.intersectionalenvironmentalist.com/> We are a platform for resources, information and action steps to support intersectional environmentalism and dismantle systems of oppression in the environmental movement, led by environmental activists and sustainability advocates.

- **Unlikely Hikers** - Unlikely Hikers is a diverse, anti-racist, body-liberating outdoor community featuring the underrepresented outdoorsperson. We're an Instagram community, a nationwide hiking group and a podcast! The outdoor industry and media has, for too long, displayed a very narrow definition of who is "outdoorsy" that isn't representative of most of us. We are people of size, Black, Indigenous, People of Color, queer, trans and non-binary. We are people with disabilities and people who utilize the outdoors to aid our mental health. We talk about access, politics and conservation while we honor the land and its Indigenous stewards. We don't conflate these experiences, we explore and build community at their intersections. We all have a story! If you see yourself as an Unlikely Hiker, then you are. <https://jennybruso.com/>

### Other Resource Lists

- **American Hiking Society - Racism in the Outdoors: Resources.** (n.d.). <https://americanhiking.org/hiking-resources/racism-in-the-outdoors/>
- **Diversify Outdoors Resources** <https://www.diversifyoutdoors.com>
- **Good Reads Listopia - Race Conservation & the Outdoors.** Readings on the legacy of racism in environmental conservation, environmental justice, and Black, Indigenous, and other writers of color on nature and the outdoors. [https://www.goodreads.com/list/show/149243.Race\\_Conservation\\_and\\_the\\_Outdoors](https://www.goodreads.com/list/show/149243.Race_Conservation_and_the_Outdoors)
- **Resources - The Avarna Group** <https://theavarnagroup.com/resources/>
- **Partnership for the National Trails System - Diversity and Inclusion Resources.** (n.d) <http://pnts.org/new/resources/diversity-and-inclusion-resources/>
- **Recommended Materials for CiNCA Summit: Racial Equity in Outdoor & Environmental Leadership** <https://static.spacecrafted.com/a60a6756a1124f3b8aa05f622e7ba46e/r/ce102b2529334b15aa36c1969522a172/1/CiNCA%20Summit%20Recommended%20Reading.pdf>
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## **SELECTED BOOKS**

Additional titles available from this list:

[https://www.goodreads.com/list/show/149243.Race\\_Conservation\\_and\\_the\\_Outdoors](https://www.goodreads.com/list/show/149243.Race_Conservation_and_the_Outdoors)

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## ARTICLES & REPORTS

### Academic Journal Articles (Selected)

Some articles may be subscription only and not directly accessible via the links below.

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## Reports & Information Sheets

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- USDA. Rocky Mountain Research Station. (May/June, 2018). Recreating in Color: Promoting Ethnic Diversity in Public Lands. Bulletin. Retrieved from [link here.](#)
- Some resource lists adapted from <https://www.diversifyoutdoors.com/>, *Racism in the Outdoors: Resources.* (n.d.). American Hiking Society. Retrieved July 27, 2020, from <https://americanhiking.org/hiking-resources/racism-in-the-outdoors/>, [Recommended Materials for CiNCA Summit: Racial Equity in Outdoor & Environmental Leadership.](#)

## **GENERAL ANTI-RACISM RESOURCES**

- [Anti-Racism Resources for Students, Educators, and Citizens](#)
- Link to a widely shared list of [scaffolded general anti-racism action resources](#)
- Berman, N. (n.d.). Resources for White People to Learn and Talk About Race and Racism. Retrieved November 2, 2020, from <https://blog.fracturedatlas.org/resources-for-white-people-to-learn-and-talk-about-race-and-racism-5b207fff4fc7>

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## **TAKE ACTION!**

### **TRAINING & COURSES**

*(This list represents recommendations by readers of this resource and not an endorsement for any for-profit consulting).*

- **Outdoor Industry Business Certificate: Responsible Business in the Outdoor Industry**  
[https://apps.western.edu/cert\\_prog/signup/#/home](https://apps.western.edu/cert_prog/signup/#/home)
- **SoulFire Farm Uprooting Racism in the Food System-**  
<https://www.soulfirefarm.org/food-sovereignty-education/uprooting-racism/>
- **Opening Doors** <http://diversity-project.org/national-facilitation-team/eduardo-gonzalez-jr/>
- **People's Institute for Survival and Beyond** <http://www.pisab.org>
- **AORTA Collective** <http://aorta.coop/>
- **Catalyst Project** <https://collectiveliberation.org/>
- **Training for Change** <https://www.trainingforchange.org/>
- **Beyond Diversity 101** <http://www.beyonddiversity101.org/>
- **White Noise Collective** <http://www.conspireforchange.org/>
- **Center for Study of White American Culture** <http://www.euroamerican.org/>
- **Interaction Institute for Social Change** [www.interactioninstitute.org/](http://www.interactioninstitute.org/)

### **HOW TO BE AN EFFECTIVE CO-CONSPIRATOR**

- Atlantic Re: Think. (2020). Five Ways to Make the Outdoors More Inclusive: An Action Plan for Change. Retrieved from <https://www.theatlantic.com/sponsored/rei-2018/five-ways-to-make-the-outdoors-more-inclusive/3019/>
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- AORTA. Anti oppression resource and training alliance. Resources. (n.d.). Retrieved November 2, 2020, from <http://aorta.coop/resources/>
- Dismantling Anti-black bias in Deocratic Workplaces: A Toolkit  
<http://aorta.coop/wp-content/uploads/2017/06/anti-black-bias-packet-print-1.pdf>

- Equity in the Active-Outdoor Industries. (n.d.). Camber Outdoors. Retrieved July 27, 2020, from <https://camberoutdoors.org/>
- Diversity, Equity & Inclusion: 26 Ways (& More) to be an Ally in the Outdoor Industry. (n.d.). Brown Gal Trekker. Retrieved July 27, 2020, from <https://www.browngal trekker.com/new-blog/dei26waystobeanallyintheoutdoorindustry>
- Historical Perspective on Racism in the Outdoors and Looking Forward—American Trails. (n.d.). Retrieved from <https://www.americantrails.org/resources/the-arch-of-history-is-long-but-it-bends-towards-justice>
- Inclusionary Trail Planning Toolkit (2019). Circuit Trails of Greater Philadelphia (including the East Coast Greenway) & Pennsylvania Environmental Council (prepared by Julia Raskin) <https://circuittrails.org/sites/default/files/Inclusive%20Trail%20Report.pdf>
- People’s Institute for Survival and Beyond. Workshops and Training Programs. <http://www.pisab.org/>
- Public Lands in the United States: A Curriculum. Why we must teach the ugly side of public lands history + a tool to help | The Wilderness Society. (n.d.). Retrieved July 27, 2020, from <https://www.wilderness.org/articles/blog/why-we-must-teach-ugly-side-public-lands-history-tool-help>
- Project for Public Spaces A PLAYBOOK FOR INCLUSIVE PLACEMAKING: COMMUNITY PROCESS (2019, May 31). Retrieved from <https://www.pps.org/article/a-playbook-for-inclusive-placemaking-community-process>
- Romero, V., Foreman, J., Strang, C., Rodriguez, L., Payan, R., & Moore Bailey, K. (2019). Examining equitable and inclusive work environments in environmental education: Perspectives from the field and implications for organizations. Berkeley, CA. Accessed online at <http://beetlesproject.org/cms/wp-content/uploads/2019/06/Examining-Equitable-and-Inclusive-Work-Environments-in-Environmental-Education.pdf>
- Want to Speak Up Against Racism in The Outdoors? Here’s How. (n.d.). Melanin Base Camp. Retrieved from <https://www.melaninbasecamp.com/trip-reports/2020/4/25/want-to-speak-up-against-racism-outdoors-heres-how>

*Below adapted from The Melanin Base Camp Guide to Outdoor Allyship. Melanin Base Camp. Retrieved from <https://www.melaninbasecamp.com/trip-reports/2019/7/7/mbc-guide-to-outdoor-allyship>*

- Educate yourself about the history of parks, trails, and greenways spaces in your community and the history of lands where your parks and greenways exist. How has white privilege impacted the history and use of these spaces? What can you do to make them more equitable? Who used these spaces in the past?  
Resources: <https://nativegov.org/a-guide-to-indigenous-land-acknowledgment>
- Understand that people experience the outdoors differently. Ask yourself, how can you better understand and appreciate other groups’ behavior?
- Talk about race. Recognize that many conversations will be difficult, or awkward, and that you can wind up saying inappropriate things. The important thing is to not shy away from such conversations.
- Understand that proximity to people of color doesn't make you an ally. What positive steps can you take to improve the lives of people of color, especially in terms of equity to the outdoors?
- Start with your local community parks, trails, and greenspace, Discover who is using your parks and greenways and who is missing. What can you do to make these green spaces more fully accessible?
- Support local outdoor affinity groups and organizations.
- Decenter yourself. Ensure black, indigenous, and people of color have decision making roles in your organizations. Listen. Engage. Be inclusive.