

Recommended Materials for
CiNCA Summit:
Racial Equity in Outdoor & Environmental Leadership

Books (Facilitator Recommendations)

- [1491: New Revelations of the Americas Before Columbus](#) – Charles C. Mann
- [An Indigenous Peoples' History of the United States](#) – Roxanne Dunbar-Ortiz
- [A People's History of the United States](#) – Howard Zinn
- [My Bondage and My Freedom](#) – Frederick Douglass
- [Whistling Vivaldi: and Other Cues to How Stereotypes Affect Us](#) – Claude Steele
- [Other People's Children: Cultural Conflict in the Classroom](#) – Lisa Delpit
- [White Fragility: Why It's So Hard for White People to Talk About Racism](#) – Robin DiAngelo
 - + a shorter article by the author on the same topic:
<https://libjournal.uncg.edu/ijcp/article/viewFile/249/116>
- [American Indians and National Parks](#) – Robert H. Keller
- [Dispossessing the Wilderness: Native Americans and the Making of the National Parks](#) – Mark David Spence
- [Black Faces, White Spaces: Reimagining the Relationship of African Americans to the Great Outdoors](#) – Carolyn Finney
 - + a shorter article by the author on the same topic:
<https://www.outsideonline.com/2075586/it-matters-who-you-see-outdoor-media>
- [Rooted in the Earth: Reclaiming the African American Environmental Heritage](#) – Dianne Glave
- [The Adventure Gap: Changing the Face of the Outdoors](#) – James Mills
- [Clean and White: A History of Environmental Racism](#) – Carl A. Zimring
- [Toxic Communities: Environmental Racism, Industrial Pollution and Residential Mobility](#) – Dorceta Taylor

Books (Austin Public Library Recommendations)

- [Leading Diversity in the 21st Century](#)
- [Recruiting, Retaining and Promoting Culturally Different Employees](#)
- [Managing Cultural Diversity in Small and Medium-Sized Organizations: A Guideline for Practitioners](#)
- [Flex: The New Playbook for Managing Across Differences](#)
- [Gender Intelligence: Breakthrough Strategies for Increasing Diversity and Improving your Bottom Line](#)
- [The Human Equity Advantage: Beyond Diversity to Talent Optimization](#)
- [How to Work With and Lead People Not Like You: Practical Solutions for Today's Diverse Workplace](#)
- [Rewire: A Radical Approach to Tackling Diversity and Difference](#)
- [The Inclusion Dividend: Why Investing in Diversity & Inclusion Pays Off](#)
- [Generations, Inc: From Boomers to Linksters--managing the Friction Between Generations at Work](#)
- [35 Dumb Things Well-intended People Say: Surprising Things We Say That Widen the Diversity Gap](#)
- [Reinventing Diversity: Transforming Organizational Community to Strengthen People, Purpose, and Performance](#)
- [Managing Diversity: A Complete Desk Reference & Planning Guide](#)

Articles

CJ Goulding (Natural Leaders Network, Avarna Group)

<https://www.rei.com/blog/hike/children-nature-network-crossing-bridges-to-the-outdoors>
<https://www.childrenandnature.org/2014/07/09/why-i-wear-jordans-in-the-great-outdoors-a-natural-leader-builds-bridges-between-worlds/>

“Hiking in Huaraches, and Finding a Home in Nature”

<https://baynature.org/2018/10/04/hiking-in-huaraches-and-finding-home-in-nature/>

Fishing in the Extreme – Ice Fishing From a Wheelchair”

<http://ableoutdoors.net/current-issue/fishing-in-the-extreme-ice-fishing-from-a-wheelchair/>

“Cross-country crutching: how #vanlife helped me come to term with disability”

<https://medium.com/@elianacarmona/cross-country-crutching-how-vanlife-helped-me-come-to-terms-with-disability-96c056279fd2>

“‘Environmentalism’ Doesn’t Just Mean White and Wealthy”

<https://www.citylab.com/environment/2018/11/environmentalist-demographics-race-class/574468/>

+ study referenced in the article: <http://www.pnas.org/content/115/49/12429>

“This land is ours: African Americans should claim their place in the great outdoors”

<https://grist.org/cities/are-black-people-really-afraid-of-the-outdoors/>

“Hiking While Black: the untold story”

<https://www.bostonglobe.com/ideas/2014/06/20/hiking-while-black-the-untold-story-black-people-great-outdoors/ssRvXFYogkZs2e4RX3z6JP/story.html>

“Native American Climber Works to Restore Indigenous Names to Peaks”

<https://www.sierraclub.org/sierra/native-american-climber-works-restore-indigenous-names-peaks>

“The Adventure Gap: Why minorities are less likely to pursue outdoor recreation”

<https://www.cbc.ca/news/canada/british-columbia/the-adventure-gap-why-minorities-are-less-likely-to-pursue-outdoor-recreation-1.4726872>

“5 Leaders Growing Indigenous Participation in the Outdoor Industry”

<https://www.snewsnet.com/people/indigenous-peoples-day-2018>

“Racial and ethnic differences in students’ readiness, identity, perceptions of institutional diversity, and desire to join environmental workforce”

https://www.researchgate.net/publication/320265665_Racial_and_ethnic_differences_in_the_students'_readiness_identity_perceptions_of_institutional_diversity_and_desire_to_join_the_environmental_workforce

“Interview with Teresa Baker, Creator of African American Nature + Parks Experience”

https://www.huffingtonpost.com/stacy-bare/interview-with-teresa-bak_b_4705049.html

“To Diversify Outdoors, We Have to Think About Who We’re Excluding”

<https://www.outsideonline.com/2131911/diversify-outdoors-we-have-think-about-who-were-excluding>

“Outdoor Industry, This Is What Inclusion Looks Like”

<https://www.outsideonline.com/2196351/seven-open-letters-outdoor-industry>

“Five Ways to Make the Outdoors More Inclusive”

<https://www.theatlantic.com/sponsored/rei-2018/five-ways-to-make-the-outdoors-more-inclusive/3019/>

“I Don’t Hike to Lose Weight. I Hike Because I Love It.”

<https://www.outsideonline.com/2301336/i-hike-because-i-love-it-not-lose-weight>

“Unlikely Hikers: A Hiking Group for the Rest of Us”

<https://www.opb.org/television/programs/ofg/segment/unlikely-hikers-instagram-diversity-outdoors-jenny-bruso/>

Podcasts

Interview with Rue Mapp, Founder of Outdoor Afro

<https://wildideasworthliving.com/rue-mapp-starting-a-movement-to-celebrate-diversity-and-get-more-people-outside/>

Interview with José González, Founder of Latino Outdoors

<https://experiencelife.com/audio/bringing-equity-to-the-outdoors-an-interview-jose-gonzalez-audio/>

Interview with Karen Ramos (Get Out Stay Out) and Adriana García (Latinx Hikers)

<https://wildideasworthliving.com/karen-ramos-adriana-garcia-starting-a-movement-to-encourage-diversity-in-the-outdoors/>

Interview with Sarah Jama, on Disability Justice and Community Organizing

<https://disabilityvisibilityproject.com/2018/05/06/ep-24-disability-justice-and-community-organizing/>

Interview with Alecia Deon and Angela Wigglesworth, on Emergency Preparedness

<https://disabilityvisibilityproject.com/2017/12/16/ep-14-emergency-preparedness/>

Interview with Robin DiAngelo, author of White Fragility

<https://crooked.com/podcast/white-fragility-101/>

Code Switch: Being 'Outdoorsy' When You're Black or Brown

<https://www.npr.org/sections/codeswitch/2016/06/08/480932447/the-code-switch-podcast-episode-2-made-for-you-and-me>

The Outdoor Biz Podcast: Teresa Baker from the African American Nature and Parks Experience

<https://www.theoutdoorbizpodcast.com/episodes/interview-with-teresa-baker-from-the-african-american-nature-and-parks-experience/>

She Explores Podcast: Diversity – Beyond the Buzzword (part 1)

<https://she-explores.com/podcast/diversity-beyond-the-buzzword/>

She Explores Podcast: Toward a More Inclusive Outdoors (part 2)

<https://she-explores.com/podcast/towards-a-more-inclusive-outdoors/>

Websites

Diversify Outdoors

<https://www.diversifyoutdoors.com/about-us>

Disability Visibility Project

<https://disabilityvisibilityproject.com/>

Able Outdoors

<http://ableoutdoors.net/>

Outdoor Ability Foundation

<http://www.outdoorabilityfoundation.com/>

Fat Girls Hiking: Be Heard

https://fatgirlshiking.com/be_heard/

Outdoor Afro

<http://outdoorafro.com/about/>

2018 Policy Agenda

<http://outdoorafro.com/impact/>

BETLES (Better Environmental Education, Teaching, Learning & Expertise Sharing)

Indigenous peoples and land acknowledgements

<http://beetlesproject.org/resources/territorialacknowledgment/>

*what would this look like for organizations with land / access to land?

Latino Outdoors

<http://latinooutdoors.org/about-us/>

Strategic Plan: Connecting Cultura and Community with the Outdoors

http://latinooutdoors.org/wp-content/uploads/2017/10/LO_Strategic_Plan_508.pdf

Natives Outdoors

www.natives-outdoors.com

Avarna Group

<https://theavarnagroup.com/>

In recent years the environmental, conservation, outdoor recreation, outdoor & environmental education, camp and youth development sectors have ramped up their commitment to diversity, equity, and inclusion efforts. Though each organization is committed, many feel stuck. The Avarna Group fills this gap by supporting organizations with resources and services as they navigate through culture change toward a more sustainable future.

+ a reading list: <https://theavarnagroup.com/resources/>

U.S. Department of Arts and Culture (USDAC)

[Honor Native Land: A Guide and Call to Acknowledgment](#)

In countries such as New Zealand, Australia, Canada, and among tribal nations in the U.S., it is commonplace, even policy, to open events and gatherings by acknowledging the traditional Indigenous inhabitants of that land. While some individuals and cultural and educational institutions in the United States have adopted this custom, the vast majority have not. Together, we can spark a movement to change that.

Miscellaneous Resources

PGM ONE Summit

People of the Global Majority in the Outdoors, Nature and Environment

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

May 8-10, 2019 - Philadelphia, PA (est. 2017)

PGM ONE convenes emerging and established professionals of the global majority who work in the environmental and outdoor movement to share, learn, collaborate, heal, celebrate, build community, find support, and sharpen their analysis of racial equity in their field.

Green Latinos National Summit

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

May 22-25, 2018 – Rocky Mountain National Park

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. GreenLatinos provides an inclusive table at which its members establish collaborative partnerships and networks to improve the environment; protect and promote conservation of land and other natural resources; amplify the voices of minority, low-income and tribal communities; and train, mentor, and promote the current and future generations of Latino environmental leaders for the benefit of the Latino community and beyond. GreenLatinos develops and advocates for policies and programs to advance this mission.

People's Institute for Survival and Beyond (PISAB)

Undoing Racism Trainings

<http://www.pisab.org/our-principles/>

The People's Institute focuses on understanding what racism is, where it comes from, how it functions, why it persists and how it can be undone. Our workshops utilize a systemic approach that emphasizes learning from history, developing leadership, maintaining accountability to communities, creating networks, undoing internalized racial oppression and understanding the role of organizational gate keeping as a mechanism for perpetuating racism.

Social Media

The Black Outdoors: <https://www.instagram.com/theblackoutdoors/>

Melanin Basecamp: <https://www.instagram.com/melaninbasecamp/>

Native Women's Wilderness: <https://instagram.com/nativewomenswilderness>

Unlikely Hikers: <https://instagram.com/unlikelyhikers>

Indigenous Women Hike: <https://instagram.com/indigenouswomenhike>

Latinx Hikers: <https://instagram.com/latinxhikers>

Out There Adventures: <https://www.instagram.com/outthereadv/>

Queer Nature: <https://www.instagram.com/queernature/>

Outdoor Afro: <https://www.instagram.com/outdoorafro/>

Latino Outdoors: <https://www.instagram.com/latinooutdoors/>

Outdoor Asian: <https://www.instagram.com/outdoorasian/>

Brown People Camping: <https://www.instagram.com/brownpeoplecamping/>

Fat Girls Hiking: <https://www.instagram.com/fatgirlshiking/>

African American Nature + Parks Experience: <https://www.facebook.com/African-American-Nature-Parks-Experience-355974594517522/>