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# GONZAGA OUTDOORS

## JUSTICE, EQUITY, DIVERSITY, INCLUSION (JEDI) INITIATIVES



# WHERE WE'VE BEEN

## Community Over the Years



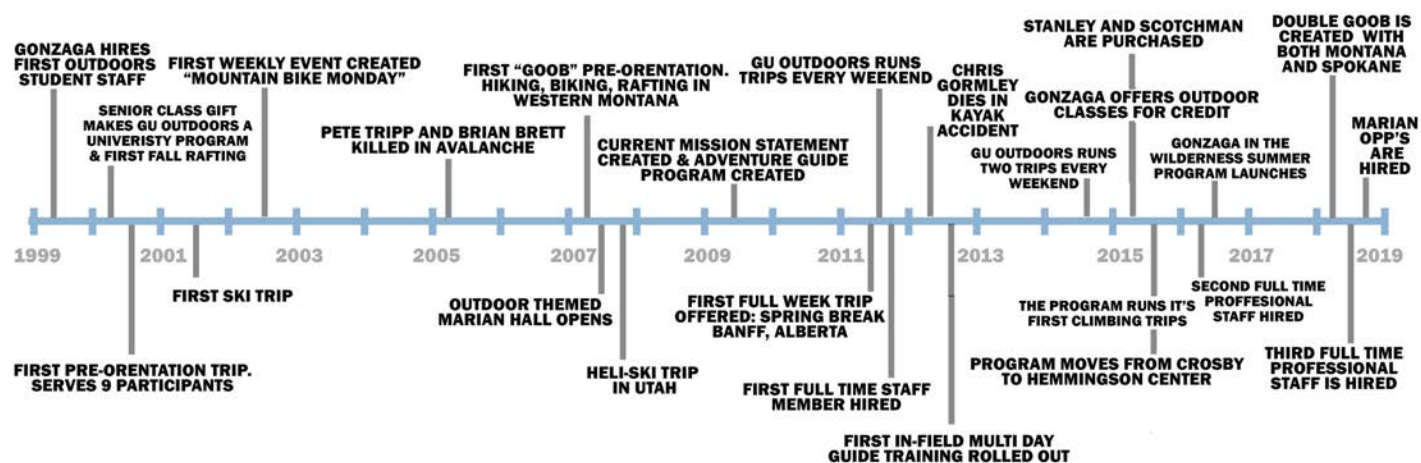
Gonzaga Outdoors was founded by a group of students who identified the need for an outdoors collective on campus. Since 1999, GU Outdoors has provided the Gonzaga community with an on-campus hub for outdoor adventure and exploration.

This original dedicated group of student leaders paved the way for what GU Outdoors is today. As student participation increased, so did university support. Within a few years, the addition of professional staff and office space morphed the grassroots culture of GU Outdoors into a fully-functioning adventure education and outdoor leadership program.

Together, outdoor professionals, student staff, and volunteer leaders now strive to provide the Gonzaga community with opportunities to challenge and develop themselves in the outdoors. This desire to provide meaningful outdoor adventures for any and each Gonzaga student has remained an essential programmatic practice throughout GU Outdoors' history.

Through both the program's mission and values, as well as specific initiatives, there have been many efforts over the years to decrease barriers to entry for students.

### GONZAGA OUTDOORS HISTORY



**GU Outdoors seeks to provide a diverse and inclusive community for each Gonzaga student. Given the history of oppression that shapes higher education and outdoor recreation, GU Outdoors is dedicated to exploring the intersection of justice, equity, diversity and inclusion within the greater outdoors community.**

## WHERE WE'RE GOING

### Intentions in Action

Historically and currently, outdoors spaces and the mainstream environmental movement have been disproportionately White and affluent. Similarly, Gonzaga Outdoors has a far from perfect history regarding diversity and inclusion. As a Student Involvement and Leadership program, we recognize the program needs to grow.

Therefore, GU Outdoors is re-dedicating itself to exploring the intersection of justice, equity, diversity, and inclusion within the program's place on Gonzaga's campus and the greater outdoors community.

We believe that safe, inclusive, and meaningful community can only thrive when informed intentions are put into action. As a program and community, we are committed to making systemic and positive change. We will continue to decrease barriers for entry and increase accessibility by providing students with: scholarship funding, prioritizing equitable hiring structures, and offering programming to all students regardless of experience or ability.

This document was created to be a resource for the entire GU Outdoors community. Our community includes people with varying degrees of engagement with justice work. We encourage everyone to dig deeper and find how their specific positionality calls them to engage.

To take the next step forward, we have identified growth points, goals, and specific initiatives designed to guide the program and, ultimately, to better serve all Gonzaga students.





# PROGRAM GOALS

- Take action in the process of social justice as it pertains to the outdoors, the communities we operate in, and the lives of the students we serve.
- Seek to support groups at Gonzaga working for equity and justice.
- Uplift and amplify the voices of those speaking to injustice and working for progress.
- Continue to decrease barriers to entry.

**Check out the following pages that detail specific initiatives we've started to ensure the program meets these goals!**





## INITIATIVE: EQUITABLE ACCESS

As a program within Student Involvement and Leadership, Gonzaga Outdoors seek to create equitable outdoor access for all Gonzaga students. Striving to increase student accessibility by creating equal opportunities and offering financial assistance regardless of a student's race, gender, ethnicity, sexual orientation, ability status, or socioeconomic status.

Specific actions include: establishing consistent funding for Pell Grant-eligible students, increasing the amount of trips and events open to varying technical and ability levels, and providing trips for affinity groups.

**As a university Student Involvement & Leadership program, we seek to create equitable access for all Gonzaga students to resources, trips, & rentals.**



## INITIATIVE: PANDEMIC PROGRAMMING

GU Outdoors will continue to provide resources and support for students to recreate outdoors during the Covid-19 global pandemic

Including:

- Socially-distant trips
- Access to equipment rentals
- Virtual opportunities for students to participate in remotely



## INITIATIVE: TRAINING PROGRESSIONS

To lead with cultural competence in action:

- Self-awareness
- Awareness of others
- Skills & knowledge



Gonzaga Outdoors' student leaders consistently work to develop their technical outdoor skills and leadership capacities. Outdoor educators also need to be responsive to social justice issues in their teaching and leading. Training content highlights the importance of leading with cultural competency on campus and beyond.

The student leader community acquires shared vocabulary to draw upon while engaging in social justice dialogue. Trip Leaders learn strategies and tactics to recognize, redirect, and act (as upstanders and bystanders) against prejudice, hate, discrimination, and bias.

Training progressions provide space for Trip Leaders to create a self-reflective understanding of their identity and how it aligns within the outdoors industry and social world (historic and contemporary).





# INITIATIVE: VISIBILITY & REPRESENTATION

Outdoor spaces and places can feel vastly different based on someone's identity. As a program we recognize the history of outdoor spaces and places can be contentious based on identity and lived experience. Common themes around disenfranchisement in outdoors spaces we actively try to address include discrimination based on gender, race or ethnicity, sexual orientation, and ability.

We understand the key role representation can play in destigmatizing outdoor spaces and places. Therefore, we actively seek to promote programs and groups of individuals who focus on supporting diversity in outdoors spaces. As a program, we will amplify and uplift diverse perspectives through social media, events, partnerships, and ethical consumption.



Gonzaga Outdoors seeks to recognize and share the history and stories of land and place that we recreate on.

**We acknowledge that Gonzaga's location is on the homelands of Native peoples who have lived in this region from time immemorial. For time immemorial, the Spokane Tribe of Indians lived on, protected and respected their ancestral homelands of approximately 3 million acres.**

**January of 1881, President Hayes stole approximately 157,000 acres from the Spokane Tribe. Gonzaga was founded six years later on that stolen land.**





## GUIDING PRINCIPLES

University Commitments

Mission and Values

Existing Resources

**We believe that Justice, Equity, Diversity, and Inclusion work is never finished, and is always growing with resources and knowledge. In order to best meet our goals, we've leaned on the following principles:**

- Excerpt from Gonzaga's Office of Diversity, Equity and Inclusion:
  - "As a community of life-long learners for the common good, we are bound together in dialogue. In this belonging the more we explore our similarities and differences, the stronger our relationships and understanding become. Gonzaga University Office of Diversity Equity and Inclusion sets very intentional goals for ourselves to help us become an inclusive, empathetic, and empowering multicultural institution."
- Gonzaga Outdoors Mission Statement:
  - For the benefit of the Gonzaga community, Gonzaga Outdoors uses the transformative properties of outdoor adventures to foster friendship, instill confident outdoor skills, provide opportunities for leadership development and promote an ethic of conservation and stewardship. We do this because of the deeply rooted sense of respect and awe that we feel for the outdoors that we wish to share.
- Resources from Gonzaga's Office of Diversity, Equity and Inclusion:
  - <https://www.gonzaga.edu/about/diversity-equity-inclusion/resources-and-publications>
- Other outdoor education organizations committed to diversity and inclusion work :
  - NOLS- [https://issuu.com/nols.edu/docs/2020-diversity-and\\_inclusion-plan](https://issuu.com/nols.edu/docs/2020-diversity-and_inclusion-plan)
  - The Avarna Group: <https://theavarnagroup.com/>





Thank you for taking the time to learn more about Gonzaga Outdoors and the goals we have related to justice, equity, diversity, and inclusion.

As GU Outdoors continues to evolve, we will continue to implement initiatives and keep justice centered within our work. The social obligation Gonzaga Outdoors has to engage with students and the issues that affect their lives is deeply important to the program and will continue beyond this document. We are thankful for the work of students and staff over the years who have created this foundational place we get to continue growing from.

We believe in both the goal and process of social justice work. Specifically, as this process and goal relates to the program's place on Gonzaga's campus and the greater outdoors community. We are excited to see progress towards making safe, inclusive, and meaningful community through informed intentions and meaningful initiatives.

Join us as we journey forward and encourage diversity, collaboration across differences, and inclusivity in the GU Outdoors community. Please feel free to contact:  
[outdoors@zagmail.gonzaga.edu](mailto:outdoors@zagmail.gonzaga.edu).



**“Social justice is both a goal and a process.**

The goal of social justice is full and equitable participation of people from all social identity groups in a society that is mutually shaped to meet their needs. This process for attaining the goal of social justice should also be democratic and participatory, respectful of human diversity and group differences, and inclusive and affirming of human agency and capacity for working collaboratively with others to create change.. We envision a world in which individuals are both self-determining (able to develop their full capacities) and interdependent (capable of interacting democratically with others).” -Lee Anne Bell