

Our Vision & Mission

We envision of a more resilient and connected world; where all humans sustain healthy relationships with ourselves, one another, and our planet. We manifest this vision by creating pathways, providing resources, and innovating strategies that support the outdoor and environmental sector in their evolution toward justice, equity, diversity, inclusion (collectively, JEDI). Specifically, we provide this sector and its leaders with learning experiences, assessments, implementation planning, mentorship and coaching, intentional convenings, and resources.

Cornerstones of the work

Justice, equity, diversity, and inclusion (JEDI) are the cornerstones of our work.

- **Justice** involves dismantling barriers to opportunities so that everyone can live a full and dignified life.
- **Equity** entails redistributing resources to ensure everyone has access to the same opportunities.
- **Diversity** describes the differences between us based on which we experience systemic advantages or encounter systemic barriers in access to opportunities and resources.
- **Inclusion** means fostering a sense belonging by celebrating, centering, and amplifying the perspectives, voices, values, and needs of marginalized people and communities (those who experience systemic barriers, mistreatment, or disadvantages based on their identities)

Our Approach

- We lead with equity and justice (not diversity).
- Diversity isn't just race/ethnicity; it is about a multitude of identities,
- We adopt an intersectional approach because we realize oppression is interconnected, and depending on the context we may need to center certain identities.
- We don't approach JEDI as an add-on - it should be part of the DNA of an organization.
- We seek opportunities with people and organizations who have a willingness and readiness for change; this is where we see the most change.
- We meet you and your team where you are and then build scaffolding for growth and action
- We believe healthy conflict and productive discomfort are essential to doing this work.
- We adopt a strength-based approach (not a deficit-based approach) and aim to celebrate your successes.
- JEDI work isn't just for a JEDI leader or passionate staff member; we aim for all of our clients' staff to feel ownership and be held accountable for the work.
- We seek to provide you and your organization with the skills and knowledge to do your own work well after our contract ends.
- We believe in the power of frameworks, concepts, and names to give truth and context to our experiences, *and* we don't just stay in the clouds and believe in translating theoretical JEDI concepts to the day-to-day work of our clients and their staff (through role playing scenarios, tailored workshops, and more).



Our Values

- We value actions, connections, and interactions that are based on love, and not fear, rage, resentment, or the need to fill a void in ourselves.
- We value the interconnectedness between land, water, wildlife, and communities, and hope for a more reciprocal and healthy relationship between all of those entities.
- We value a sense of place and belonging, where people feel connected not only to where they are, but to one another and the movement.
- We value humility; an awareness that we are all growing and learning together and are beautifully imperfect in our work.
- We value self-care, self-love, and self-forgiveness.
- We value boundaries, which adrienne maree brown defines as “the space between us where I can both love you and love myself.”
- We value decolonization in all its forms and compassion for colonizers who have lost their tether to place, people, and ways of knowing.
- We value collaboration and abundance (not competition and scarcity).
- We value our connective marginalities to work toward collective liberation; oppression is interconnected.
- We value the fractal, yet integrated nature of the work; that individual change leads to institutional change leads to social change.

