



**Heal the Land
Build Community**

WRV is dedicated to ensuring that outdoor spaces are safe, accessible, and open to all. In recent years, we have committed to taking concrete actions to ensure that our policies and practices are equitable; that our community is inclusive and accessible; and that we are elevating diverse voices and perspectives at all levels of the organization.

This is an ongoing process, and it is our goal to collaborate with and include our partners in this work with us. To that end, we want to ensure that our partners are aware of how we are incorporating these efforts into the projects and programs on which we collaborate.

At every project we strive to make everyone feel welcomed, safe, and a valued part of the community. There are visible ways that this will appear on our projects, including:

- We are increasing the number of programs, including projects and trainings, that are offered in Spanish. Some crews and even entire projects are run partly or entirely in Spanish to ensure that non-English speakers have a way to participate.
- We state our pronouns to decrease false assumptions of someone's gender identity.
- We acknowledge the indigenous people who once lived and still live on the lands we work to restore.
- We recognize that safety does not just refer to physical incidents, and we record diversity, equity, and inclusion incidents, such as microaggressions, like any other event or near miss that could have potentially harmed our volunteers.
- We strive to partner with community organizations that focus on and prioritize creating spaces for those who have been historically excluded. As part of this, we are committed to supporting our partners in accessing and participating in training related to these topics.

Building community is an integral part of WRV's missions, and with utmost respect we ask our greater community of volunteers, agency partners and donors to join with us to actively support these efforts and share any steps you may be taking in your commitment to action.

Listed below are only just a few resources we would like to share to learn more about diversity, equity and inclusion within the intersections of natural resources and outdoor recreation. We welcome conversations and questions about these topics.

[The Arvana Group](#)
[Intersectional Environmentalist](#)

[Melanin Base Camp](#)
[KWEEN WERK](#)

Thank you for doing this important work alongside us!