GOAL: 20% BIPOC employee demographic across all positions by the year-end 2025

- 2021 Results: 102 total staff and board members
  - 12.7% identify as BIPOC*
  - 28.40% have not specified a race identity

*BIPOC: This term is used as an umbrella to describe people who identify as Black, Indigenous and/or persons of color. We acknowledge that race and ethnicity are nuanced and recognize that racial identities are not limited to this term. Individual identities represented in the 12.7% BIPOC total above include African American, Black, Hispanic, Multiracial, and Native American identities.

GOAL: 90% positive or improving satisfaction rating amongst all staff members regarding perceptions of equity and inclusion at Wilderness Inquiry

- 2021 Results:
  - 91% of survey respondents feel like they belong at Wilderness Inquiry.
  - 73% of survey respondents feel like, regardless of one's identity, growth and advancement opportunities at Wilderness Inquiry are equally accessible to candidates who meet qualifications and expertise.

Additional Internal Culture and DEIA Development Work:

- Enhanced DEIA training content for seasonal staff training
- Conducted more than 400 hours of staff DEIA training, workshops, discussion
- Drafted office culture “Community Agreements”
- Implemented wage increase and equitable hourly pay structure for seasonal staff
- Implemented equitable process for Outdoor Leader compensation adjustments and advancement
- Established intentional outreach and recruiting of diverse candidates for vacancies
- Launched DEIA Task Force for the Board of Directors
- Updated standard operating procedures through an inclusivity and equity lens
- Launched annual staff culture survey to track sense of inclusion at WI
- Implementing action plans for ongoing workplace culture improvement
**GOAL:** Redesign of current programs and engagement models for deeper diversity, equity, and inclusion impact for launch in 2022

- **2020-2022 Results:**
  - Launched “Inquiry Series: Exploring Inclusivity” webinar series
  - Continued updates of program content through a multicultural lens with advisement from a newly established Program Advisory Group
  - Launched Thrive Outside Initiative
  - Launched pilot Fellowship Program with goal to hire individuals with identities currently underrepresented in outdoor careers
  - Launching Affinity Group Travel Program pilot with guidance from leaders in the Twin Cities BIPOC outdoors community
  - Updated online trip registration process for more inclusive identity definitions
    - Inclusive gender options
    - Inclusive pronoun options
    - Culturally inclusive race identity options
    - More comprehensive food/dietary preference options
  - Increased and more intentional networking with local BIPOC, LGTBQ+, and disability communities for program partnerships
  - River Learning Center: Engaged Full Circle Indigenous Planning in project management and initial design concepts; BIPOC focus groups/community engagement