



Wilderness Inquiry - 2022 DEIA Progress Update

Text (for accessibility purposes, please use Styles from Toolbar above)

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, LGBTQ+, 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