

Dear POW Members,

POW Canada's mission is to unite and organize the outdoor community to take action against climate change. When we say the outdoor community, we mean mobilizing EVERYONE who appreciates and enjoys the outdoors regardless of gender identity or expression, sexual orientation, religion, ethnicity, age, neurodiversity, ability status, citizenship, or any other aspect which makes them unique.

To date, our story has lacked representation of many communities. We recognize that diversity and equity in the outdoor space are integral to solving climate change. The more opportunities that are available for participation in the outdoors for ALL, the more chances we have at protecting it.

We want to both acknowledge the inadequate job we have done to date and commit to the concrete actions itemized below.

## **Proposed Action Plan**

### 1) Communication

- On our various channels (email and social media), be open, acknowledge and apologize for our current state and express our desire and action plan for change. Q4 2020
- Increasing the visibility of the BIPOC outdoor enthusiasts in our narrative and actively seek opportunities to deepen POW's level of engagement with those communities through events and activations. Q1 2021

## 2) Governance & Staff

- Recruit and onboard (a minimum of) one new BIPOC board member to ensure a spectrum of views and interests being represented in the overall strategic guidance of our organization. Timeline: Q1 2021
- Provide resources in the form of workshops and training sessions to existing board members and staff to educate ourselves on diversity, equity and inclusion. Timeline: Q1 2021
- Develop inclusionary language in recruitment assets and process to ensure BIPOC applicants are encouraged and welcomed (Q4 2020)

## 3) Ambassadors

- Recruit a collective of 3-5 under represented ambassadors to join our ambassador team and support each other, as well as our climate change initiatives. Timeline: Q1 2021.
- Continue building knowledge and understanding among the ambassador team through diversity, equity and inclusion workshops and training sessions at leadership summit. Timeline: Q3 2021

## 4) Hot Planet Cool Athletes

- Develop a diversity, equity & inclusion statement on the HPCA website and state our commitment to diversifying our presenters.
- Increase the diversity of the athlete presenters for HPCA school presentations. Timeline: Q3 2021.
- Highlight within the presentation how Indigenous communities in Canada are being disproportionately affected by the impacts of climate change. Their deep connection to land, traditional knowledge and work on the frontlines of climate change as stewards of the land since time immemorial, positions them as nature leaders in the climate movement. Timeline: Q3 2021

## 5) Support BIPOC organizations (with a connection to environmental or outdoors) in Canada

- Identify and reach out to climate focused BIPOC organizations to build relationships aimed at increasing dialogue, knowledge, communication and effectiveness while finding ways to further our shared mission on climate action.

Timeline: Q2 2021

Not only is this a call to action and accountability plan for POW Canada's board of directors and staff, we also want this to be an invitation for members of the BIPOC communities to reach out, to send questions and ideas and to know that we are listening.

The climate change battle is also rooted in the battle for social justice and equality. You can't have one without the other. As an organization that strives to be a leader in the national climate landscape, we commit to the above action plan knowing it will empower and accelerate our work.

Sincerely,

Mike Douglas, Chair & MJ Legault, Vice Chair