



LOVE IS KING DIVERSITY CONTRACT

L.I.K. recognize that diversity and inclusion are multifaceted issues and that we need to tackle these subjects holistically to better engage and support all underrepresented groups in the outdoor world. To do this, we believe we also need to address the concerns and needs of our diverse POC outdoor communities and increase equity for all, engaging Blacks, Latinos, Asians, Native Americans, the LGBTQ and differently abled communities, as well as veterans and all women. Collectively as Guardians of L.I.K., we agree that we must do more. For us, this means committing to four goals we believe will catalyze further conversations, support safety and welcoming access for all.

- 1. L.I.K. Guardians will strive to make outdoor spaces places of trust that will always have a welcome and support of safety in the outdoors for POC outdoor groups.**
- 2. L.I.K. Guardians will maintain healthy environments, support and create welcoming access for POC to feel comfortable in the outdoors.**
- 3. L.I.K. Guardians value openness, building trust, encouraging compassion and open-mindedness, and reinforcing our commitment to support the culture of inclusivity in the outdoors with welcoming access and ensured safety.**
- 4. The goal of L.I.K. Guardians is to always implement, bridge and expand unconscious bias education in solidarity and mutuality with all POC outdoor groups.**

We recognize that these four commitments are not the complete answer, but we believe they are important, concrete steps toward building more diverse and inclusive outdoor safety and welcoming spaces. Let's come together to make good on the inherent L.I.K. promise that all POC people should be able to have welcoming access and safety in the outdoors. By L.I.K. Guardians working together toward diversity and inclusion within outdoor spaces and industry, we can cultivate meaningful outdoor experiences and safety for all people of color .

YOUR 8 ACTIONABLE INITIATIVE STEPS TO START

1. Always introduce yourself as an L.I.K. Guardian to POC outdoor groups.

- A. Acknowledge who you are.
- B. Share the mission of L.I.K.
- C. Share who you are and that you are here to support and learn about your work or initiatives and listen.
- D. Be present and always stay consistent working with POC groups.
- E. Engage by working through a team mentality to come up with a plan or solution together.

2. Maintain your presence. Your presence is critical!

- A. Always remain present and show up! Be ready and be supportive.
- B. If you feel uncomfortable that is perfect! Stay uncomfortable and open yourself to learn and listen.
- C. Help! Make it your community business to support any POC who needs help. Be present and assist if necessary.
- D. If you see any unfairness happening, never turn away. Always stay present and be the voice of correction! Be the witness for the unheard voices.

3. Partner with the diversity office or inclusion coordinator on a college campus or community youth group.

Work to create opportunities for all people to converse and be informed about and challenged on the topics of race, gender, intersectionality and police brutality. Don't try to lead these conversations -- it's important for an ally to listen and learn. But you can become a part of the support system by helping plan and/or advertise the program. Trust us, that will go a long way.

4. Organize group talks to discuss race, social injustices and the role privilege plays in the fight for racial justice.

Creating spaces for nonblack people to come together to share perspectives and learn how to support the black community is a great way to build and expand alliances. Black people constantly talk about race and how their blackness can be a beacon of change on and off campuses -- in their families, communities, churches and other organizations. It's time for white people and other groups who have certain privileges based on the color of their skin and family history to start these community talks to explore their racial identity and the impact it has on our nation. That will provide a space to challenge and inform your peers about racist systems built to hold black people back. We have provided some sources below that can provide insights about how to start these types of conversations.

5. Attend multiple (consistency is key) cultural student organization meetings.

Black student unions, black student success centers and black male/female initiative programs offer spaces for the sole purpose of creating comfortable, supportive environments to foster community and engagement for black students with peers who look like them. Not sure where to start at your own institution? Go to your campus' student-led organizations' general webpage and find these communities. Or contact the diversity and inclusion office and inquire about contact information and/or meeting times and locations.

6. Listen with an open mind and heart

Take time to read, watch, and listen to POC voices. It's important to know when to stop talking and absorb the information around you. Be cognizant not to "whitesplain." There's a difference between being an ally and an anti-racist. Allyship requires knowledge about how racism/white supremacy impacts our society/individuals and a willingness to push back even if it's uncomfortable.

7. Be comfortable with being uncomfortable

Addressing race requires us all to be uncomfortable at times, but it's the only way we can grow and strengthen. As you wade into this territory know that you will be challenged and it will be uncomfortable—it's okay—know you will come out the other side a better person for it.

8. Speak out when you hear or see something problematic

One of the best ways white folks can support POC is to stand up to other white folks when they see or hear problematic encounters. This may happen when POC aren't in the room. Make sure your intentions are clear: micro aggression won't be tolerated when POC are around or when they aren't. If POC are present and vocalize their opposition to something troublesome, defer to them. Offer support and solidarity but step back and let them lead if they want to.

*** (for every step always share and acknowledge who you are and share about L.I.K. mission first)**

Love is King (L.I.K.) Guardians are active and proactive. DEI awareness, training and coaching is recommended when working with POC outdoor groups. We expect you to seek out this training first either through your company, organization or consultant and in the mean time we suggest you do the work of reading books and watching films based around social justice, environmental justice and racism. (L.I.K.) Guardians embrace the bold step into the real world through "**Actionable Initiatives.**" (L.I.K.) Guardians are the leaders of the **Love is King** movement to mobilize all citizens of every color to carry out our humanitarian obligation through compassion, responsibility, inclusion and equal opportunity to ensure that People of Color have guaranteed access and safe experiences in the outdoors. Changing one person, one connection, one conversation, one perception, and one story at a time. We believe that action still speaks louder than words.

Your signature shows a commitment to the mission of Love is King and the effort to make welcome access and safe experience in the outdoors for POC groups and individuals.

Full Name _____.

Date: _____

Signature: _____

Please scan contract and email to info@loveisking.org or mail to Love is King 1926 N Kilpatrick St. suite B. Portland .,Oregon 97217