



TOGETHER OUTDOORS

A man and a woman are sitting on a large, dark rock in front of a waterfall. The man is on the left, wearing a grey t-shirt and brown shorts, and the woman is on the right, wearing a patterned top and blue shorts. They are both looking towards each other. The waterfall is on the left side of the image, and the background is a dark, rocky cliff face with some greenery. The overall scene is outdoors and appears to be a natural setting.

MISSION STATEMENT

Together Outdoors nurtures an environment where all people have access to welcoming outdoor recreation experiences. We pursue this work through engagement, partnership, and education across all segments of the outdoor community.

OUR OBJECTIVES

- Ensure that all people have access to outdoor spaces where they are welcomed and respected. This includes groups traditionally marginalized and underrepresented because of their race, gender, disability, sexual orientation, or socio-economic status. As part of this effort, we will illuminate the history of demographic exclusion and how it still hinders underrepresented people seeking to enjoy outdoor recreation.
- Uplift the work of underrepresented people who have long carried the banner for outdoor inclusion and equality.
- Advance the participation of underrepresented groups in the leadership of outdoor businesses and organizations.
- Articulate and encourage best practices for fostering an equitable outdoor industry.



Coalition Membership

Action

- Set goals within your organization to invest in community partnerships and outreach programs, including Together Outdoors, that improve access to the outdoors.
- Include goals and benchmarks for organization-wide learning and advancement of diversity, equity and inclusion priorities in your strategic plan. As part of this commitment, engage senior leadership to champion these educational and programmatic initiatives.
- Self-report your organization's inclusion efforts and strategies to share TO lessons on an annual basis. This report may be included in the company or group's annual report. Organizations that issue Environmental, Social and Governance (ESG) reports may include this information in the "Social" section.





Coalition Membership Principles

Engagement

- Each organization should appoint a representative to actively participate in bimonthly coalition meetings and take what they learn back to the organization.
- All coalition members must have completed a signed engagement agreement form which signifies their commitment to advancing the mission, vision, and objectives of Together Outdoors.
- Consider using Together Outdoors staff and other coalition members as a resource to help build metrics for the organization's specific DEI journey.

A group of three hikers is seen from behind, walking along a dirt path on a grassy mountain ridge. The hiker in the foreground has a large backpack. The middle hiker is using a trekking pole. The hiker in the background is wearing a red hat. The background shows a vast landscape of rolling hills and mountains under a cloudy sky. On the left side of the image, there is a list of values in white text, with the title 'OUR VALUES' in orange. A green triangle is in the top-left corner.

OUR VALUES

Openness

Vulnerability

Access

Diversity

Welcoming

Equity

Adventure

Stewardship

Respect



WHAT WE DO

UPDATES | TOGETHER OUTDOORS EDUCATION SERIES



Module 8: Measuring your progress beyond participation

2:30 PM – 4:00 PM

[Google Calendar](#) · [ICS](#)

Overview: Representation matters beyond marketing. It's critical that our people – staff, colleagues and industry leaders – bring diverse backgrounds and experiences to the table, and, most of all, that they feel welcomed and included. NSAA and Working River Leadership Consulting developed the Ski Area Employee Engagement and Inclusion Survey to learn more about our people, and the degree to which they felt included and engaged. The panel will share results from the first two seasons of the survey, and discuss the roadblocks and breakthroughs they found during the process.

Facilitators: National Ski Areas Association + Working River Leadership Consulting

[Register for this session](#)

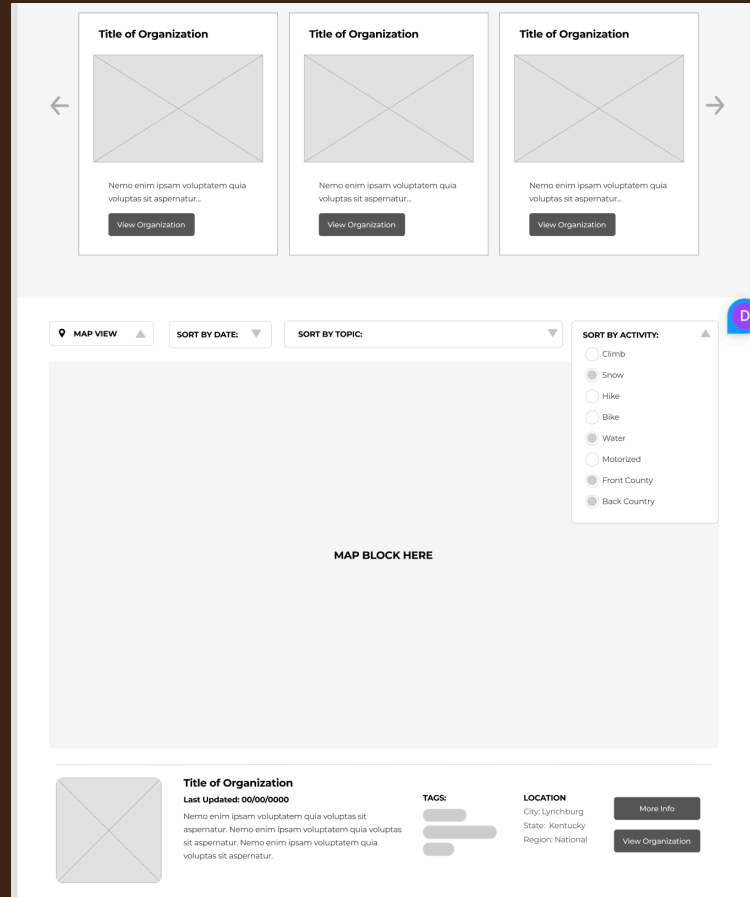
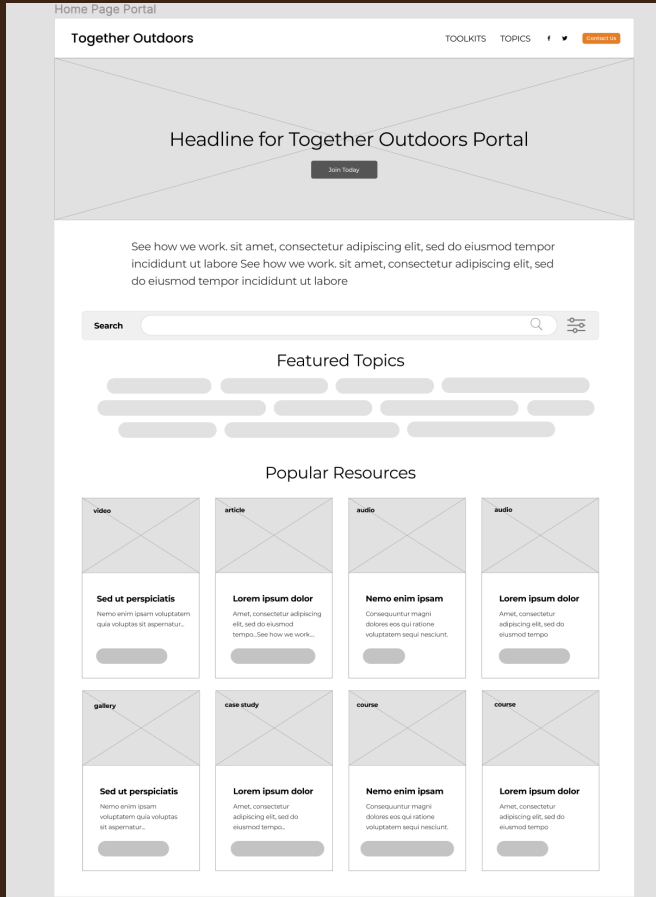
UPDATES | INCLUSIVE SPACES PROGRAM

In partnership with Trust for Public Lands, we're piloting the Together Outdoor Inclusive Spaces Program (ISP). This program will test and refine inclusive space design and programming strategies that increase a sense of belonging and welcome for current and potential open space users who have traditionally been excluded or marginalized.

For the pilot applicants are being sought from federal, state and private open space operators who believe their facilities – campgrounds, recreational areas, trail areas, et cetera – located within a 150 mile radius of the Chattanooga region.



UPDATES | RESOURCE HUB



UPDATES | Membership



UPDATES | Merch

TGI PROMO ART PROOF

Please review your art and follow the links in the message to proceed with your order or request a revision.



BELLA + CANVAS - Unisex Triblend Tee - 3413



Together Outdoors TO Logo Tee 22439645-18686

ARTIST: AW

FULL CHEST - 11.1" W x 17" H • Inks: 5
2.5 in from seam

- PMS 7549 Citrus
- PMS 166 Orange
- PMS 377 C (NIL)
- PMS 7709 C (NIL)
- PMS 4625 (NIL)

NECK LABELS

- Promo
- NONE

Or closest stock ink match possible
Colors may vary based on screen type and brightness, for precise color refer to PMS number.

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**TOGETHER
OUTDOORS**

HOW WE GET THERE